

# 2014 State Government **Workforce Statistics**





# STATE GOVERNMENT WORKFORCE STATISTICS

## Table of Contents (1 of 2)

### Executive Summary

Executive Summary.....	3
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### Overall Complement

Total Employment.....	4
Union/Management Status.....	5
Employment by Job Category.....	6
Top 25 Employee Classifications.....	7
Trend of Filled Salaried and Wage Positions.....	8
Historical Filled Salaried and Wage Positions.....	9
Criminal Justice Agencies and Public Welfare - Ten Year Comparative Complement.....	10
Separation Rates by Union.....	11
Historical Appointments and Separation Trends.....	12
Appointments, Separations, and Promotions by Civil Service/Non-Civil Service.....	13
Appointments by Class Title - Top 25.....	14
Separations by Class Title - Top 25.....	15

### Financial

Personnel Costs (% of Budget).....	16
Personnel and Benefit Costs.....	17
Benefit Costs per Employee.....	18
Average Salary by Agency.....	20
Average Compensation by Union.....	21
Overtime Costs by Agency.....	22
Average Paid Leave Days and Costs Usage Per Employee by Union.....	23
Overtime Hours by Agency.....	24
Average Sick Leave Use and Costs Per Employee by Agency.....	25
Historical Average Sick Leave Use.....	26

### Agency Complement

Employment by Agency.....	27
Hires and Separations.....	28
Separation Trends.....	29
Leave Usage - Paid.....	30
Filled Salaried and Wage Positions by Agency.....	31
Historical Separation Rates by Agency.....	32
Voluntary Separations During First Five Years of Service by Agency.....	33
Placement by Type and Agency.....	34

# STATE GOVERNMENT WORKFORCE STATISTICS

## Table of Contents (2 of 2)

### Demographics

Diversity by Agency.....	35
Employment by Ethnicity.....	38
Employment by Gender.....	39
Age Groups.....	40
Length of Service.....	41
Labor Force Compared to State Employment by Minority Group and Gender.....	42
Minority Representation by Agency.....	43
Gender Representation by Agency.....	44
Job Categories by Race and Gender.....	45
Appointments, Separations and Promotions by Ethnicity and Gender.....	47
Age and Length of Service by Union.....	49
Minority Group and Gender of Employees by Union.....	50
Age and Length of Service for All Commonwealth Employees.....	52
Average Age of New Hires for All Agencies.....	53
Average Age and Length of Service for All Agencies.....	54

### Geography

Employees per 10K Residents.....	55
Employees Average Salary.....	56
Employees by County.....	57
Trend of All State Employment - Eight Most Populous States .....	59

### Glossary

Glossary.....	60
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**STATE GOVERNMENT WORKFORCE STATISTICS**  
July 2013

**Executive Summary**

**General Pennsylvania Statistics**

Pennsylvania Population	12,763,536 (1)
Population	Rank 6th (1)
Average Salary of State Workers	Rank 18th (2)
State Employees Per Population	Rank 43rd (3)
Pennsylvania Labor Force	6,529,000 (4)

**Commonwealth Positions as of June 30, 2013 (5)**

Number of Full-Time and Part-Time Filled Salaried Positions	72,768
Number of Full-Time and Part-Time Filled Wage Positions	6,784
Salaried Payroll	\$3.8 Billion
Wage Payroll	\$161 Million

**Profile of Full-Time Salaried Employees as of June 30, 2013 (5)**

Number of Full-Time Salaried Employees	72,574
Average Age	46
Average Length of Service in Years	12
Average Annual Salary	\$51,439
Average Annual Benefits	\$29,499
Average Annual Sick Leave Days	8.8
Percent Civil Service	68.6%
Percent Represented by Unions	81.7%
Percent Minorities	13.1%
Annual Separation Rate	8.1%

**Notes**

- (1) "Annual Estimates of the Population for the United States, Regions, States, and Puerto Rico", U.S. Census Bureau, Population Division, as of July 1, 2012.
- (2) "2011 Annual Survey of Public Employment and Payroll", U.S. Census Bureau, as of March 2011 (data is the latest available).
- (3) "2011 Annual Survey of Public Employment and Payroll", U.S. Census Bureau, as of March 2011 and "Annual Estimates of the Population for the United States, Regions, States, and Puerto Rico", U.S. Census Bureau, Population Division, as of July 1, 2012.
- (4) "Monthly Seasonally Adjusted Labor Force, Employment and Unemployment data in Pennsylvania for July, 2013" from PA Department of Labor and Industry, Center for Work Force Information and Analysis.
- (5) Under the Governor's jurisdiction only. All data in these sections as of close of business June 30, 2013.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**Total Employment**  
**Part-Time and Full-Time Salaried and Wage Employees**

*Over Seventy Years of Change - Filled Salaried and Wage Employees*  
*(GAWFR Table 1)*

July of Each Year	Salaried	Wage
1930	9,500	
1935	19,500	
1940	33,500	16,500
1945	31,000	10,000
1950	38,000	20,000
1955	50,000	16,000
1960	57,000	15,500
1965	69,000	17,000
1970	101,000	13,000
1975	110,000	8,000
1980	100,000	7,600
1985	81,000	8,000
1990	79,600	5,400
1995	81,200	5,800
2000	79,600	5,400
2005	77,041	6,997
2010	76,110	7,580
<b>2013</b>	<b>72,768</b>	<b>6,784</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Data as of January of each year prior to 1970 because of data availability for earlier years. For all other years, data as of July of each year. In 1968, 10,812 highway maintenance wage positions in the Department of Transportation were transferred to salaried positions. On July 1, 1983, 8,553 salaried and 90 wage positions were transferred from the Governor's jurisdiction to the State System of Higher Education.

COMMENTS: Except for the World War II era, there was a steady growth pattern in the number of filled state jobs from 1930 to 1975. The period since 1975 has shown a reversal of that general pattern.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**Union/Management Status**  
**July 2013**

*Commonwealth Employment by Union*  
*(GAWFR Table 22)*

Union	Abbreviation	Rank-and-File	Supervisory	Totals	
American Federation of State, County, and Municipal Employees*	AFSCME (Master Agreement/Memorandum)	27,810 *	3,274 *	31,084 *	42.8% *
-Other AFSCME units		8,622	824	9,446	13.0%
-Clerical, Administrative and Fiscal units		7,619	865	8,484	11.7%
-Maintenance and Trades units		6,576	1,168	7,744	10.7%
-Human Services units		4,993	417	5,410	7.5%
*Total of all employees in the four categories					
Pennsylvania State Corrections Officers Association	PSCOA (corrections officers)	10,055		10,055	13.9%
Local 668 of the Service Employees International Union	SEIU Local 668 (social workers)	7,568	1,190	8,758	12.1%
Pennsylvania State Troopers Association	PSTA (state police)	4,118		4,118	5.7%
United Food and Commercial Workers	UFCW (liquor store clerks)	1,491		1,491	2.1%
Service Employees International Union, Healthcare Pennsylvania	SEIU Healthcare PA (nurses, non-supervisory)	1,174		1,174	1.6%
Independent State Store Union	ISSU (liquor store managers)		712	712	1.0%
Correctional Institution Vocational Education Association, PSEA	CIVEA (corrections education teachers)	351		351	0.5%
Federation of State Cultural and Educational Professionals	FOSCEP (educational and cultural)	279	25	304	0.4%
Office and Professional Employees International Union, Healthcare Pennsylvania, Local 112	OPEIU (nurse supervisors)		228	228	0.3%
United Government Security Officers of America	UGSOA (security officers)	145	25	170	0.2%
Fraternal Order of Police, Lodge 114 (wildlife conservation officers)	FOP (wildlife conservation officers)	189		189	0.3%
Pennsylvania Doctors Alliance	PDA (physicians)	144	15	159	0.2%
Pennsylvania Liquor Enforcement Associations, Liquor Law Enforcement Unit	PLEA (liquor enforcement officers)	125		125	0.2%
Fraternal Order of Police, Capitol Police Lodge 85	FOP (Capitol police)	89		89	0.1%
Pennsylvania State Rangers Association	PSRA (DCNR rangers)	86		86	0.1%
Fraternal Order of Police, Lodge 114 - Fish and Boat Commission	FOP (waterway conservation officers)	66	10	76	0.1%
Local 668 of the Service Employees International Union, Hearing Officers	SEIU Local 668 (unemployment compensation referees)		66	66	0.1%
Pennsylvania State Education Association, Hiram G. Andrews Center	PSEA (non-tenured teachers)	27		27	0.0%
Commonwealth Bar Association, Public Utility Commission	CBA (PUC attorneys)	26		26	0.0%
Alliance of Liquor Enforcement Supervisors	ALES (liquor law enforcement supervisors)		24	24	0.0%
<b>Total</b>		<b>53,743</b>	<b>5,569</b>	<b>59,312</b>	<b>81.7%</b>
Non-Union Employees				655	0.9%
Management Employees				12,607	17.4%
<b>COMMONWEALTH TOTAL</b>				<b>72,574</b>	<b>100.0%</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time, permanent salaried employees. The primary occupations represented by the union are shown in parentheses. Fiscal year data as of close of business June 30, 2013.

COMMENTS: 81.7 percent of state employees are represented by a union, with AFSCME representing the largest percentage.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**Employment by Job Category**  
**July 2013**

*Distribution of State Government Employees by Occupational Group*  
*(GAWFR Table 20)*

<b>Job Category</b>	<b>Employees</b>	<b>Percentage</b>
Official/Administrators	10,807	14.89%
Professionals	17,771	24.49%
Technicians	2,259	3.11%
Protective Service Workers	13,324	18.36%
Paraprofessionals	1,356	1.87%
Office and Clerical	11,848	16.33%
Skilled Craft Workers	4,336	5.97%
Service / Maintenance	10,873	14.98%
<b>Totals</b>	<b>72,574</b>	<b>100.00%</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Percentages are based on the total number of full-time salaried employees under the Governor's jurisdiction as of June 30, 2013. Percents shown may not equal zero due to rounding.

COMMENTS: State employees categorized as Professionals comprise the largest percentage (24.49%) of the eight occupational groupings. Paraprofessionals comprise the smallest percentage (1.87%). While the percentages have changed slightly, the ranking of these two groups has remained consistent over the previous seven reporting years.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**Top 25 Employee Classifications**  
**July 2013**

*Most Populous Class Titles - Top 25*  
*(GAWFR Table 36)*

<b>Class Title</b>	<b>Number</b>
Corrections Officer 1 .....	6,534
Income Maintenance Caseworker .....	4,134
State Police Trooper .....	3,038
Clerk Typist 2.....	2,486
Transportation Equipment Operator B .....	2,359
Residential Services Aide Manager.....	1,529
Transportation Equipment Operator A.....	1,529
Clerk Typist 3 .....	1,258
Corrections Officer 2.....	1,113
Liquor Store Clerk 1 .....	979
Registered Nurse .....	891
Clerk 2 .....	876
Licensed Practical Nurse .....	739
State Police Corporal.....	730
Income Maintenance Casework Supervisor .....	646
Maintenance Repairman 2.....	623
Psychiatric Aide .....	596
Clerk 3.....	593
Parole Agent 2.....	584
Administrative Assistant 1.....	540
Highway Forman 2.....	528
Corrections Food Service Instructor.....	527
Nurse Aide.....	513
Corrections Officer 3.....	503
Custodial Worker 1.....	490

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

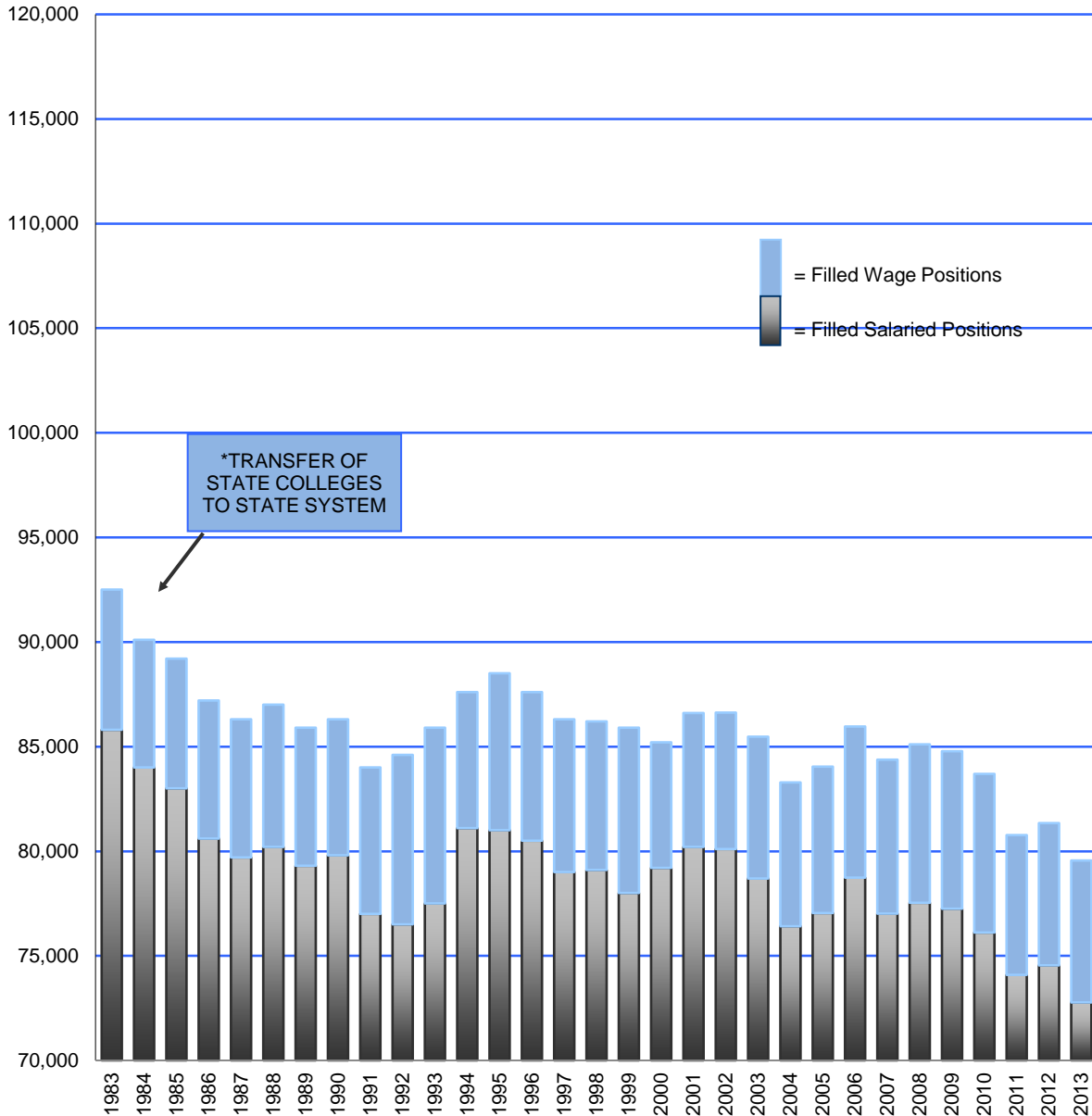
NOTE: Includes full-time permanent salaried employees.

COMMENTS: Out of 2,626 different active class titles, 47 percent of the salaried work force (34,338 employees) serve in the 25 most populous class titles. All of the above listed class titles were also listed as most populous class titles in the previous year. The number of classes ranking consistently with the previous year was 12 of 25.



**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**July 2013**

*The Trend of Filled Salaried and Wage Positions*  
*July 1983 to July 2013*  
*(GAWFR Table 2)*



NOTE: Includes full-time and part-time filled salaried and wage positions. \*1983 reduction includes transfer of 8,553 salaried and 90 wage positions to the State System of Higher Education.

COMMENTS: On July 1, 2013 there were 72,768 filled salaried and 6,784 filled wage positions. Filled salaried positions decreased by 1,772 and filled wage positions decreased by 15 from the previous year as of the July 1 figures.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**July 2013**

*Historical Filled Salaried and Wage Positions*  
*Fiscal Years 1978 to 2013*  
*(GAWFR Table 3)*

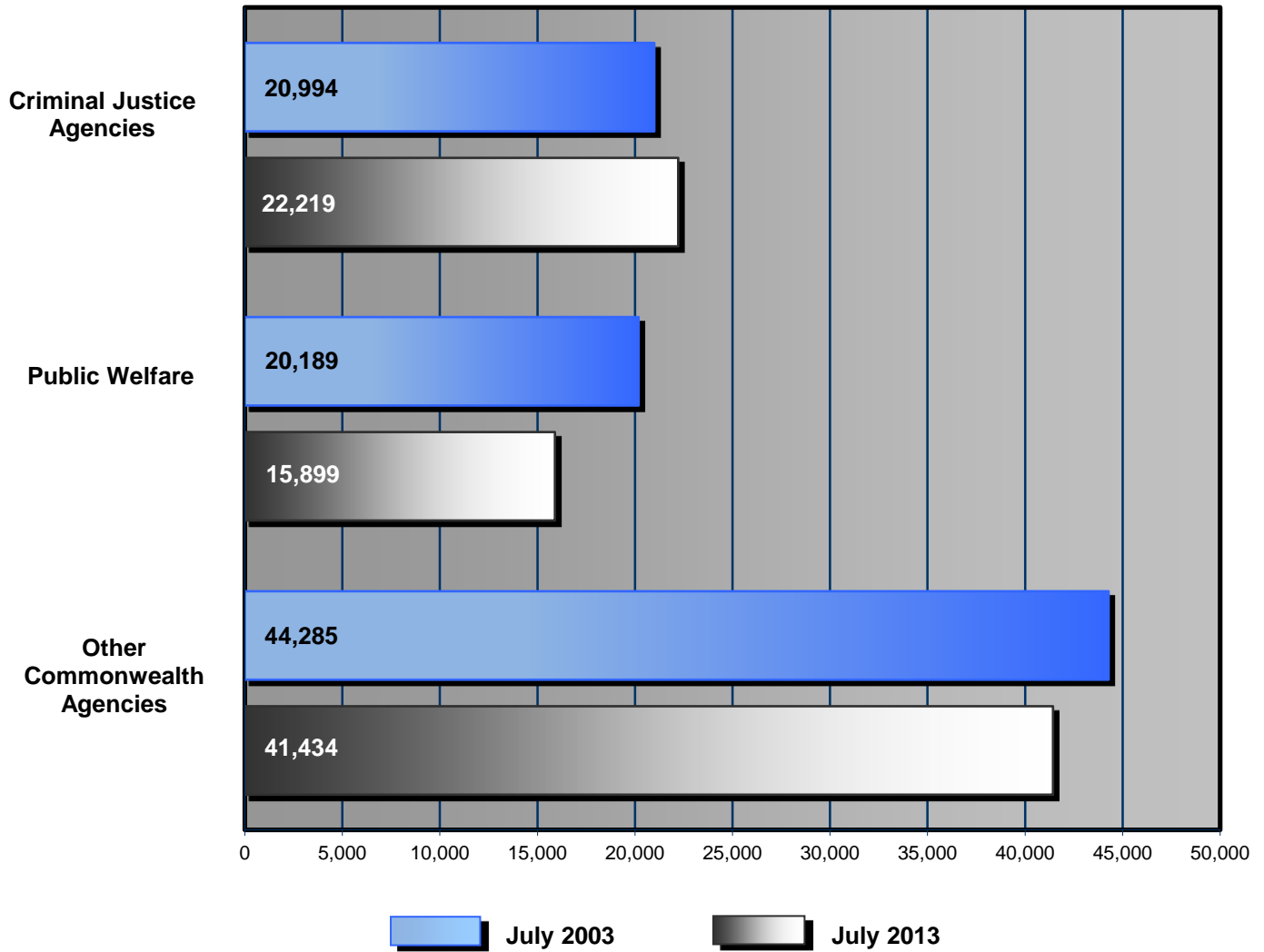
Date	Salaried Positions		Wage Positions	
	January	July	January	July
1978	105,545	102,207	5,198	7,347
1979	103,349	101,202	6,101	7,644
1980	100,418	99,843	6,705	8,029
1981	99,971	99,272	7,954	8,338
1982	97,801	96,334	7,312	8,213
1983*	95,831	85,556	6,928	6,815
1984	85,123	84,053	6,151	5,931
1985	83,678	82,869	5,796	6,582
1986	81,701	80,265	6,446	6,436
1987	79,759	79,548	5,992	6,434
1988	79,669	80,008	5,919	6,268
1989	79,537	79,303	5,834	5,812
1990	79,522	79,476	5,928	6,193
1991	79,563	77,127	6,399	6,187
1992	76,388	76,640	6,822	6,868
1993	78,352	78,725	6,599	6,576
1994	80,226	81,512	6,753	6,336
1995	81,175	81,418	7,073	6,362
1996	81,588	80,920	6,609	6,125
1997	80,628	79,606	6,348	5,773
1998	79,605	79,495	6,083	5,930
1999	79,775	78,690	5,955	6,114
2000	79,255	79,207	5,925	6,015
2001	79,993	80,240	6,311	6,678
2002	80,126	80,146	6,978	7,154
2003	80,597	78,691	7,550	6,777
2004	78,481	76,410	6,350	6,873
2005	78,056	77,041	7,132	6,997
2006	78,565	78,733	7,769	7,223
2007	78,730	77,013	7,303	7,359
2008	77,225	77,531	7,656	7,572
2009	77,959	77,248	8,072	7,527
2010	76,563	76,110	8,430	7,580
2011	76,083	74,086	8,452	6,680
2012	74,538	74,540	8,052	6,799
<b>2013</b>	<b>74,137</b>	<b>72,768</b>	<b>7,223</b>	<b>6,784</b>

NOTE: Includes full-time and part-time filled salaried and wage positions. Per diem positions included with wage. \*1983 reduction includes a transfer of 8,553 salaried and 90 wage positions from the Department of Education to the State System of Higher Education.

COMMENTS: Filled salaried positions decreased by 1,772 positions from the previous year as of the July 1 figures. Filled wage positions decreased by 15 during the same period.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**July 2013**

*Criminal Justice Agencies and Public Welfare*  
*Ten Year Comparative Complement*  
*July 2003 to 2013*  
*(GAWFR Table 5)*



NOTE: Includes full-time and part-time filled salaried and wage positions. For this table, Criminal Justice Agencies include the Department of Corrections, State Police, and Probation and Parole Board.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**Fiscal Year 2012-2013**

*Separation Rates by Union*  
*Full-Time Salaried Employees*  
*(GAWFR Table 27)*

Union	Retirements		Resignations		Other Separations		Total Separations	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
AFSCME (Master Agreement/Memorandum)	1,516	4.9%	563	1.8%	409	1.3%	2,488	8.0%
-Clerical, Administrative and Fiscal units	456	5.4%	175	2.1%	130	1.5%	761	9.0%
-Maintenance and Trades units	368	4.8%	94	1.2%	62	0.8%	524	6.8%
-Human Services units	320	5.9%	151	2.8%	140	2.6%	611	11.3%
-Other AFSCME units	372	3.9%	143	1.5%	77	0.8%	592	6.3%
<i>* Average for employees in the four categories</i>								
PSCOA (corrections officers)	461	4.6%	150	1.5%	80	0.8%	691	6.9%
SEIU Local 668 (social workers)	494	5.6%	182	2.1%	98	1.1%	774	8.8%
PSTA (state police)	232	5.6%	4	0.1%	9	0.2%	245	5.9%
SEIU Healthcare PA (nurses, non-supervisory)	81	6.9%	56	4.8%	17	1.4%	154	13.1%
UFCW (liquor store clerks)	75	5.0%	33	2.2%	28	1.9%	136	9.1%
ISSU (liquor store managers)	29	4.1%	1	0.1%	8	1.1%	38	5.3%
CIVEA (corrections education teachers)	31	8.8%	5	1.4%	4	1.1%	40	11.4%
FOSCEP (educational and cultural)	15	4.9%	7	2.3%	6	2.0%	28	9.2%
OPEIU (nurse supervisors)	20	8.8%	3	1.3%	3	1.3%	26	11.4%
UGSOA (security officers)	13	7.6%	8	4.7%	9	5.3%	30	17.6%
PDA (physicians)	7	4.4%	4	2.5%	2	1.3%	13	8.2%
FOP (conservation officers)	8	3.0%	1	0.4%	0	0.0%	9	3.4%
FOP (Capitol police)	15	16.9%	2	2.2%	0	0.0%	17	19.1%
All Other Unions	20	5.6%	10	2.8%	8	2.3%	38	10.7%
Non-Union Employees	34	5.2%	5	0.8%	4	0.6%	43	6.6%
Management Employees	764	6.1%	278	2.2%	73	0.6%	1115	8.8%
<b>COMMONWEALTH TOTAL</b>	<b>3,815</b>	<b>5.3%</b>	<b>1,312</b>	<b>1.8%</b>	<b>758</b>	<b>1.0%</b>	<b>5,885</b>	<b>8.1%</b>

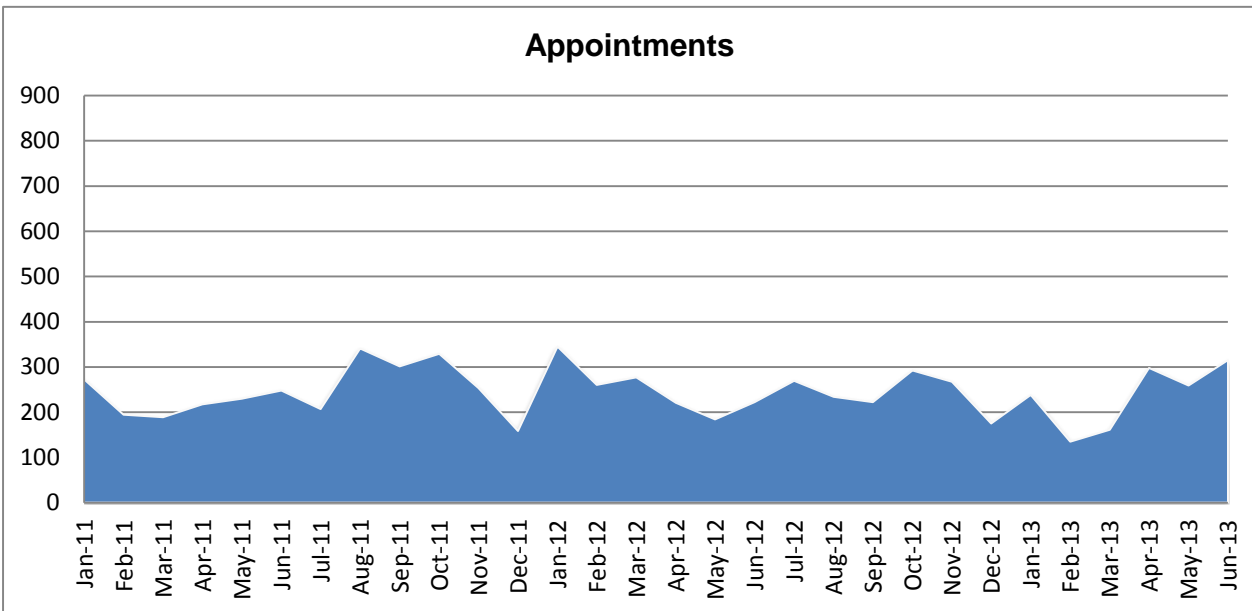
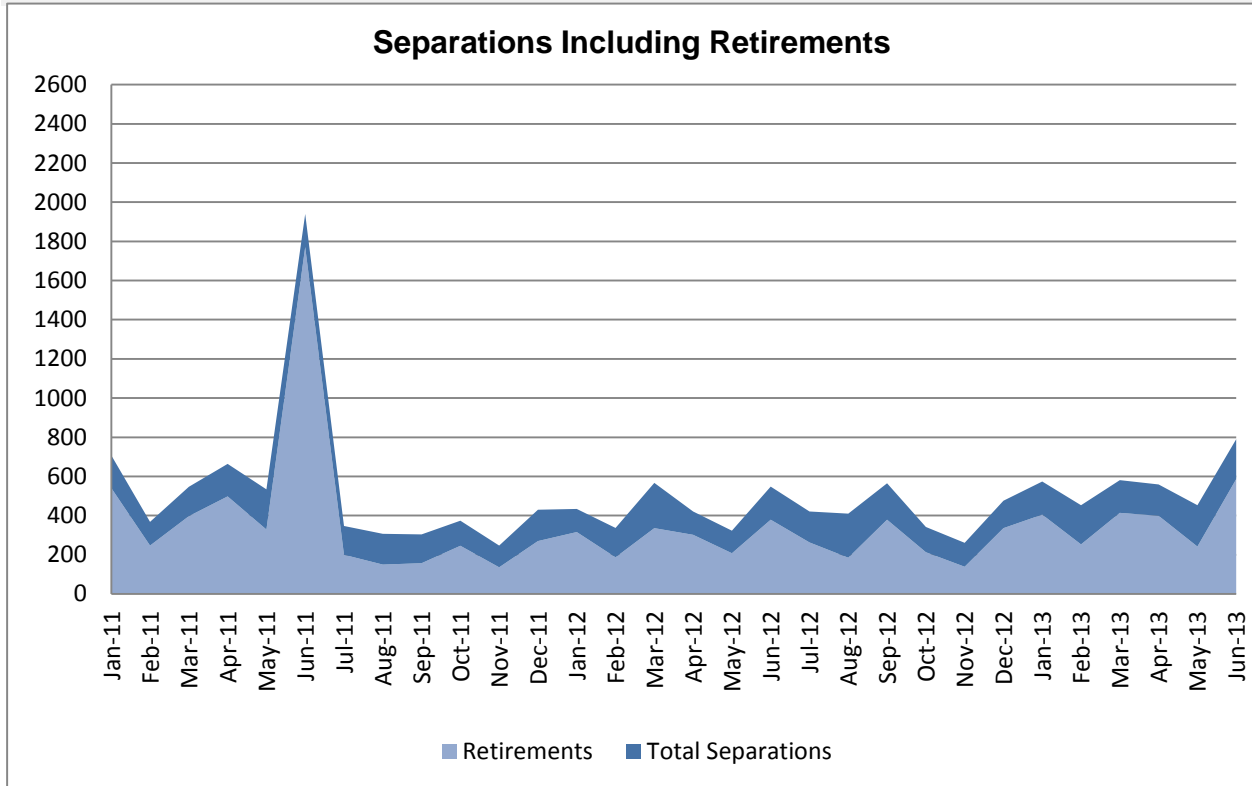
NOTE: The above table identifies specific unions representing 100 or more employees. Includes full-time, permanent salaried employees. Other separations include furloughs, involuntary separations, and deaths but exclude employees who have completed a temporary or emergency assignment and employees who were furloughed and later returned into the same or other agency. Data includes both rank-and-file and supervisory units unless otherwise noted.

COMMENTS: The highest separation rate in an individual group occurred among FOP (capitol police) primarily due to retirements.



**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**January 2011 to June 2013**  
**Full-Time Salaried Employees**

*Historical Appointments and Separation Trends*  
*(GAWFR Table 32)*

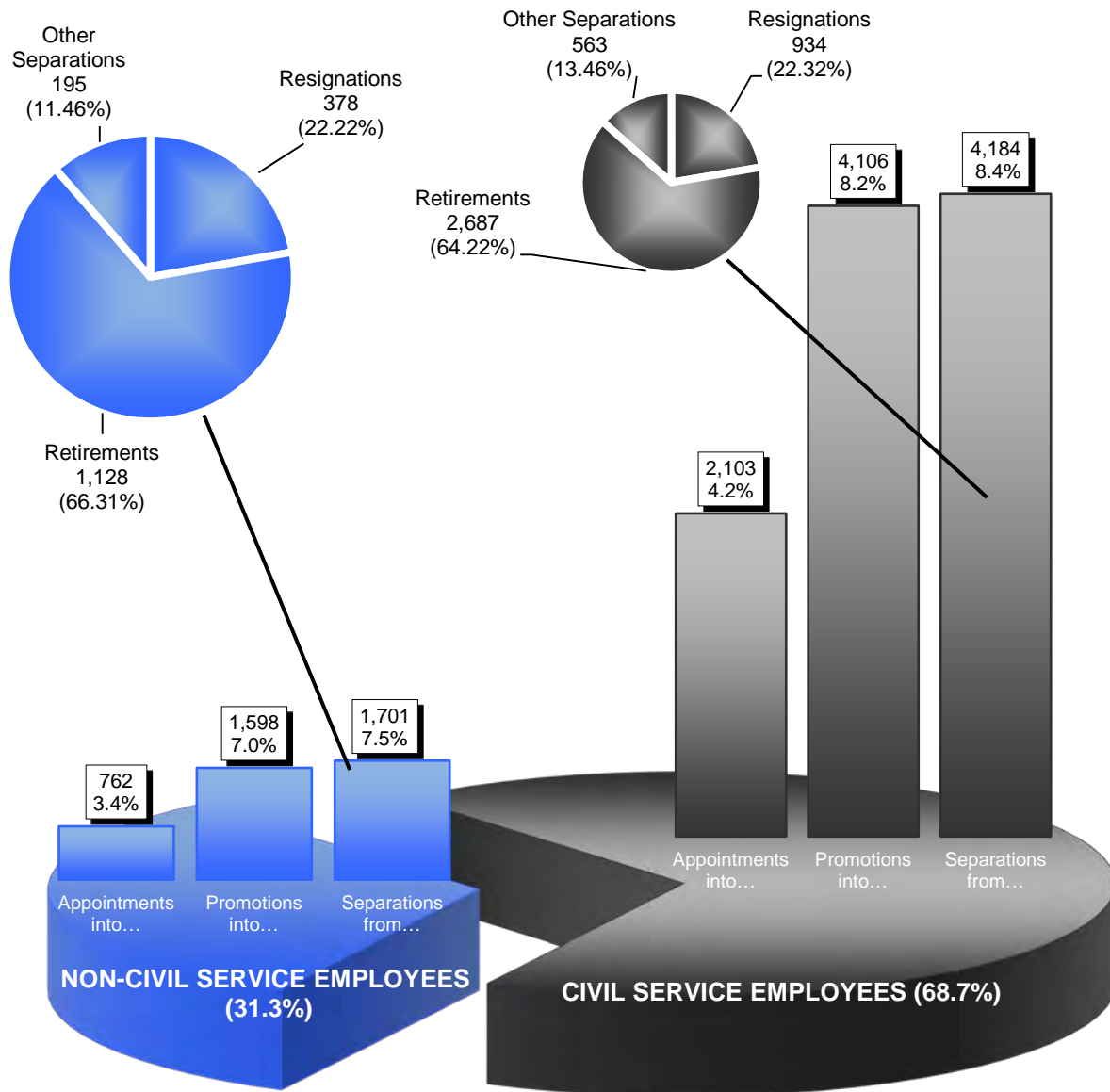


NOTE: Includes full-time permanent salaried employees. Appointments include employees returned from furlough.

COMMENTS: Over the previous two fiscal years the largest number of separations occurred in June 2011 (1940) and was primarily due to retirements. The smallest number of retirements occurred in November 2011 (136). The largest number of appointments occurred in January 2012 (345).

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**July 2013**

*Appointments, Separations, and Promotions by Civil Service/Non-Civil Service*  
*Fiscal Year 2012-2013*  
*Full-Time Salaried Employees*  
*(GAWFR Table 33)*



NOTE: Includes full-time permanent salaried employees. Appointments include employees returned from furlough. Other separations include furloughs, dismissals, and deaths. Civil service percents are taken from the average employment of civil service employees only. Non-civil service percents are taken from the average employment of non-civil service employees only. The numbers and rates of appointments, promotions, and separations were determined by the amount of each type of transaction processed during the year. Percentages found in the pie charts highlighting the breakdown of separations are calculated in relation to the total number of that service type's separations. Percentages found above bar graphs are calculated in relation to the total number of that service type's total number of employees.

COMMENTS: During fiscal year 2012-2013 the appointment, separation and promotion rates for civil service employees were slightly higher than those for non-civil service employees.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**Fiscal Year 2012-2013**  
**Full-Time Salaried Employees**

*Appointments by Class Title - Top 25*  
*(GAWFR Table 37)*

Class Title	Union	Type Service	Number of Appointments
Income Maintenance Caseworker	PSSU	C	435
Corrections Officer Trainee	PSCOA	C	412
Clerk Typist 2	AFSCME	B	225
Transportation Equipment Operator A	AFSCME	N	142
Registered Nurse	SEIU	C	71
Licensed Practical Nurse	AFSCME	C	54
Aide Trainee	AFSCME	C	48
Police Communications Operator	AFSCME	N	44
Youth Development Aide	AFSCME	C	42
Liquor Enforcement Officer Trainee	PLEA	N	39
Vocational Rehabilitation Counselor	PSSU	C	29
Parole Agent 1	AFSCME	C	29
Vocational Rehabilitation Counselor Intern	PSSU	C	27
Clerk 2	AFSCME	B	25
Environmental Trainee	AFSCME	C	22
Diesel Mechanic	AFSCME	B	22
Custodial Worker 1	AFSCME	N	22
Civil Engineer Trainee	AFSCME	C	21
Administrative Officer 1	MGMT	B	19
Attorney 1, Office of General Counsel	MGMT	N	16
Human Resource Assistant 2	MGMT	C	16
Tax Account Collections Technician	AFSCME	N	15
Clerk Typist 3	AFSCME	B	15
Transportation Construction Inspector	AFSCME	C	15
Information Technology Technician	AFSCME	C	15

NOTE: Includes all full-time permanent salaried employees. "C" indicates that positions in this class are civil service-covered, while "N" indicates that the class is non-civil service. "B" indicates that positions in this class may be either civil service or non-civil service depending upon duties.

COMMENTS: Appointments to the Income Maintenance Caseworker class accounts for 15.2 percent of the appointments into salaried positions processed in fiscal year 2012-2013. Of these 25 class titles with the most appointments, 8 are also among the 25 most populous class titles.

**STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement**  
**July 2013**

*Separations by Class Title - Top 25*  
*Full-Time Salaried Employees*  
*(GAWFR Table 38)*

<b>Class Title</b>	<b>Union</b>	<b>Type Service</b>	<b>Number of Separations</b>
Corrections Officer 1	PSCOA	C	407
Income Maintenance Caseworker	PSSU	C	336
Clerk Typist 2	AFSCME	B	252
Transportation Equipment Operator B	AFSCME	N	157
Clerk Typist 3	AFSCME	B	145
State Police Trooper	PSTA	N	122
Residential Services Aide Mr	AFSCME	C	114
Registered Nurse	SEIU	C	114
Liquor Store Clerk 1	UFCW	C	109
Transportation Equipment Operator A	AFSCME	N	96
Corrections Officer Trainee	PSCOA	C	91
Clerk 2	AFSCME	B	88
Youth Development Aide	AFSCME	C	83
State Police Corporal	PSTA	N	82
Licensed Practical Nurse	AFSCME	C	80
Nurse Aide	AFSCME	N	69
Corrections Officer 2	PSCOA	C	65
Psychiatric Aide	AFSCME	C	65
Custodial Worker 1	AFSCME	N	50
Maintenance Repairman 2	AFSCME	B	46
Uc Claims Intake Interviewer	PSSU	C	45
Administrative Officer 1	MGMT	B	44
Income Maintenance Casework Supervisor	PSSU	C	43
Food Service Worker 1	AFSCME	N	43
Corrections Officer 3	MGMT	C	39

NOTE: Includes all full-time permanent salaried employees. "C" indicates that positions in this class are civil service-covered, while "N" indicates that the class is non-civil service. "B" indicates that positions in this class may be either civil service or non-civil service depending upon the duties.

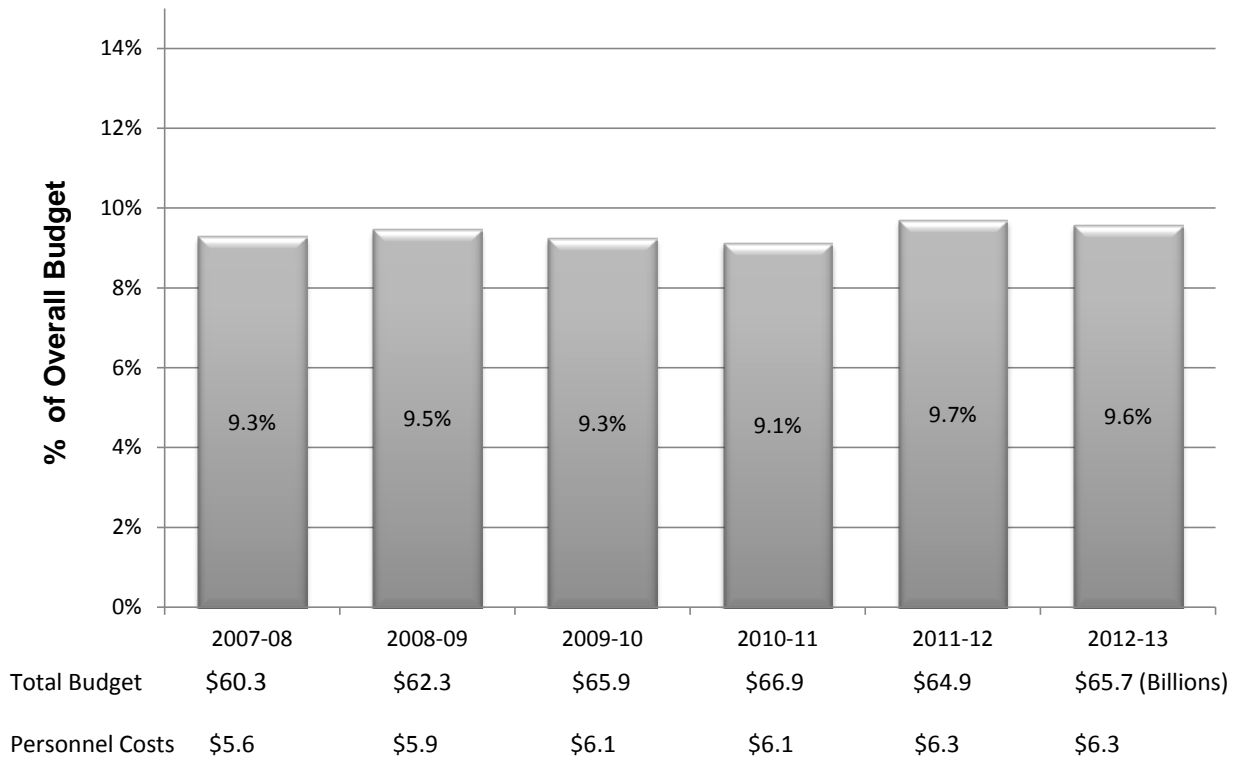
COMMENTS: The Correction Officer 1 class title had the most separations processed, 6.9 percent of the total in the top 25 category in fiscal year 2012-2013. Of the current 25 titles with the most separations, 20 are also among the 25 most populous class titles.



**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**Personnel Costs (% of Budget)**  
**Fiscal Years 2007-2008 to 2012-2013**

*Personnel Costs as a Percentage of Budget*  
*(GAWFR Table 7)*

### Personnel Costs (% of Budget)



SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: The proposed budget consists of planned expenditures as documented on page B7 of the Governor's Executive Budget. Personnel costs are calculated using payroll and derived benefits costs for full-time permanent salaried employees. The wage payroll and overtime costs for salaried and wage employees are also included as personnel costs.

COMMENTS: The percentage of personnel costs to state budget this year remained constant from last year.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**Personnel and Benefit Costs**  
**Since Fiscal Year 1998-99**

*Historical Average Per Employee State Paid Benefit Costs*  
*(GAWFR Table 40)*

<b>Fiscal Year</b>	<b>Payroll Average Total Salary</b>	<b>Benefits Total Average Benefits Costs</b>	<b>Benefits as a Percent of Average Total Salary</b>
1998-99	\$37,406	\$13,544	36.2%
1999-00	\$38,745	\$13,614	35.1%
2000-01	\$40,082	\$12,732	31.8%
2001-02	\$41,405	\$13,111	31.7%
2002-03	\$43,112	\$13,328	30.9%
2003-04	\$42,749	\$16,307	38.1%
2004-05	\$42,504	\$17,739	41.70%
2005-06	\$43,553	\$19,353	44.5%
2006-07	\$45,286	\$20,927	46.2%
2007-08	\$46,113	\$21,677	47.0%
2008-09	\$47,821	\$22,657	47.4%
2009-10	\$49,082	\$24,912	50.8%
2010-11	\$50,598	\$25,228	49.9%
2011-12	\$50,229	\$26,276	52.3%
2012-13	\$51,439	\$29,499	57.4%

SOURCE: Group Insurance Division, Office of Administration.

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). Salaries do not include overtime. Salaries are calendar year-end figures. State Employee Health Program and Retired Employees Health Program costs are based on agency contributions to the programs.

COMMENTS: Total benefit costs rose from an average of \$13,544 per employee in 1998-1999 to \$29,499 per employee in 2012-2013. Benefits as a percent of salary increased from 36.2 percent in 1998-1999 to 57.4 percent in 2012-2013.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**Benefit Costs per Employee (1 of 2)**  
**Fiscal Years 1998-1999 to 2012-2013**

*Historical Average Per Employee State Paid Benefit Costs  
(GAWFR Table 40)*

**Percentages**

Fiscal Year	State Employee Health Program	Retired Employees Health Program	Group Life Insurance	Retirement	Social Security and Medicare	Leave Payout	Workers' Comp	Unemp Comp	State Employee Assistance Program	Total Average Benefits Costs	Average Total Salary	Benefits as a Percent of Average Total Salary
1998-99	35.79%	16.58%	1.09%	18.50%	21.13%	0.00%	5.52%	1.38%		\$13,544	\$37,406	36.2%
1999-00	36.22%	19.17%	0.93%	14.23%	21.77%	0.00%	6.26%	1.43%		\$13,614	\$38,745	35.1%
2000-01	38.73%	23.77%	0.86%	4.37%	24.08%	0.00%	6.61%	1.57%		\$12,732	\$40,082	31.8%
2001-02	37.60%	26.86%	0.84%	1.71%	24.16%	0.00%	7.26%	1.58%		\$13,111	\$41,405	31.7%
2002-03	37.05%	26.87%	0.44%	3.46%	24.74%	0.00%	5.82%	1.62%		\$13,328	\$43,112	30.9%
2003-04	43.87%	25.59%	0.74%	2.80%	20.05%	0.00%	5.64%	1.31%		\$16,307	\$42,749	38.1%
2004-05	39.70%	30.08%	0.68%	4.86%	18.33%	0.00%	5.15%	1.20%		\$17,739	\$42,504	41.70%
2005-06	37.06%	32.34%	0.62%	6.79%	17.22%	0.00%	4.84%	1.13%		\$19,353	\$43,553	44.5%
2006-07	38.63%	29.91%	0.57%	8.70%	16.56%	0.00%	4.54%	1.08%		\$20,927	\$45,286	46.2%
2007-08	39.70%	28.87%	0.57%	8.51%	16.28%	0.00%	5.00%	1.07%		\$21,677	\$46,113	47.0%
2008-09	42.01%	27.63%	0.49%	8.44%	16.15%	0.00%	4.64%	0.63%		\$22,657	\$47,821	47.4%
2009-10	41.88%	25.12%	0.45%	7.88%	15.07%	3.75%	4.63%	1.22%		\$24,912	\$49,082	50.8%
2010-11	42.54%	23.10%	0.44%	10.03%	15.34%	2.81%	4.71%	1.02%		\$25,228	\$50,598	49.9%
2011-12	37.22%	23.82%	0.46%	15.29%	14.62%	3.06%	4.59%	0.86%	0.08%	\$26,277	\$50,229	52.3%
<b>2012-2013</b>	<b>34.48%</b>	<b>23.43%</b>	<b>0.41%</b>	<b>20.16%</b>	<b>13.34%</b>	<b>2.79%</b>	<b>4.53%</b>	<b>0.78%</b>	<b>0.08%</b>	<b>\$29,499</b>	<b>\$51,439</b>	<b>57.4%</b>

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**Benefit Costs per Employee (2 of 2)**  
**Fiscal Years 1998-1999 to 2012-2013**

*Historical Average Per Employee State Paid Benefit Costs*  
*(GAWFR Table 40 - continued)*

**Dollars**

Fiscal Year	State Employee Health Program	Retired Employees Health Program	Group Life Insurance	Retirement	Social Security and Medicare	Leave Payout	Workers' Comp	Unemp Comp	State Employee Assistance Program	Total Average Benefits Costs	Average Total Salary	Benefits as a Percent of Average Total Salary
1998-99	\$4,847	\$2,246	\$148	\$2,506	\$2,862	\$0	\$748	\$187		\$13,544	\$37,406	36.2%
1999-00	\$4,931	\$2,610	\$126	\$1,937	\$2,964	\$0	\$852	\$194		\$13,614	\$38,745	35.1%
2000-01	\$4,931	\$3,026	\$110	\$557	\$3,066	\$0	\$842	\$200		\$12,732	\$40,082	31.8%
2001-02	\$4,930	\$3,521	\$110	\$224	\$3,167	\$0	\$952	\$207		\$13,111	\$41,405	31.7%
2002-03	\$4,938	\$3,581	\$58	\$461	\$3,298	\$0	\$776	\$216		\$13,328	\$43,112	30.9%
2003-04	\$7,154	\$4,173	\$120	\$457	\$3,270	\$0	\$919	\$214		\$16,307	\$42,749	38.1%
2004-05	\$7,042	\$5,336	\$120	\$863	\$3,251	\$0	\$914	\$213		\$17,739	\$42,504	41.7%
2005-06	\$7,172	\$6,259	\$120	\$1,315	\$3,332	\$0	\$937	\$218		\$19,353	\$43,553	44.5%
2006-07	\$8,085	\$6,259	\$120	\$1,820	\$3,465	\$0	\$951	\$226		\$20,927	\$45,286	46.2%
2007-08	\$8,606	\$6,259	\$124	\$1,845	\$3,528	\$0	\$1,084	\$231		\$21,677	\$46,113	47.0%
2008-09	\$9,519	\$6,259	\$112	\$1,913	\$3,658	\$0	\$1,052	\$143		\$22,657	\$47,821	47.4%
2009-10	\$10,432	\$6,259	\$112	\$1,963	\$3,755	\$933	\$1,153	\$304		\$24,912	\$49,082	50.8%
2010-11	\$10,732	\$5,827	\$112	\$2,530	\$3,871	\$708	\$1,189	\$258		\$25,228	\$50,598	49.9%
2011-12	\$9,780	\$6,259	\$122	\$4,018	\$3,842	\$804	\$1,205	\$226	\$20	\$26,277	\$50,229	52.3%
<b>2012-2013</b>	<b>\$10,171</b>	<b>\$6,911</b>	<b>\$122</b>	<b>\$5,948</b>	<b>\$3,935</b>	<b>\$823</b>	<b>\$1,337</b>	<b>\$231</b>	<b>\$20</b>	<b>\$29,499</b>	<b>\$51,439</b>	<b>57.4%</b>

SOURCE: Group Insurance Division, Office of Administration.

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). State Employee Health Program and Retired Employees Health Program costs are based on agency contributions to the programs.

COMMENTS: Leave Payouts are now included in the charts, whereas in previous years they were not. Leave payout costs account for 2.79% of benefits costs per employee. Beginning with Fiscal Year 2011-2012, the State Employee Assistance Program (SEAP) is now included.



**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**Average Salary by Agency**  
**July 2013**

*Agency Comparison of Average Salary*  
*(GAWFR Table 39)*

Agency	Average Salary
Aging . . . . .	\$62,241
Agriculture . . . . .	\$51,346
Banking and Securities . . . . .	\$60,062
Civil Service Commission . . . . .	\$54,271
Community and Economic Development . . . . .	\$62,416
Conservation and Natural Resources . . . . .	\$48,937
Corrections. . . . .	\$54,326
Drug and Alcohol Programs . . . . .	\$56,785
Education . . . . .	\$60,596
Emergency Management Agency. . . . .	\$54,486
Environmental Protection . . . . .	\$58,307
Executive Offices. . . . .	\$59,424
Fish and Boat Commission . . . . .	\$48,648
Game Commission. . . . .	\$48,452
General Services . . . . .	\$47,414
Health. . . . .	\$58,041
Historical and Museum Commission . . . . .	\$53,822
Insurance . . . . .	\$63,264
Labor and Industry . . . . .	\$49,489
Liquor Control Board . . . . .	\$41,524
Military and Veterans Affairs . . . . .	\$42,344
Milk Marketing Board . . . . .	\$51,003
Municipal Retirement System . . . . .	\$49,852
Probation and Parole Board . . . . .	\$55,249
Public School Employees Retirement System . . . . .	\$62,375
Public Utility Commission . . . . .	\$65,557
Public Welfare . . . . .	\$46,388
Revenue . . . . .	\$51,356
State . . . . .	\$50,562
State Employees Retirement System . . . . .	\$61,624
State Police . . . . .	\$71,307
Transportation . . . . .	\$44,350
<b>COMMONWEALTH AVERAGE . . . . .</b>	<b>\$51,439</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

Effective October 1, 2012, Securities Commission merged with Banking to form Banking and Securities. In addition, effective March 1, 2013, State Tax Equalization Board was absorbed by Community and Economic Development.

COMMENTS: As of July 2013, the highest average salary was in Pennsylvania State Police and the lowest was in the Liquor Control Board.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**Average Compensation by Union**  
**July 2013**

*Comparison of Average Annual Compensation by Union*  
*Fiscal Year 2012-2013*  
*(GAWFR Table 23)*

Union	Average Annual Salary	Average Annual Benefit Costs	Average Total Annual Compensation	Average Annual Overtime Costs
AFSCME (Master Agreement/Memorandum)	\$41,322*	\$26,651*	\$67,973*	\$2,081*
-Clerical, Administrative, and Fiscal units	\$36,076	\$25,304	\$61,380	\$508
-Maintenance and Trades units	\$38,058	\$25,784	\$63,842	\$4,212
-Human Services units	\$36,486	\$25,526	\$62,012	\$2,624
-Other AFSCME units	\$51,478	\$29,278	\$80,756	\$1,507
<i>*Average for all employees in the four categories</i>				
ALES (liquor enforcement officers)	\$63,139	\$33,905	\$97,044	\$2,158
CBA (PUC attorneys)	\$83,525	\$35,966	\$119,491	\$0
CIVEA (corrections education teachers)	\$61,894	\$33,175	\$95,069	\$173
FOP (capitol police)	\$53,409	\$30,735	\$84,144	\$8,449
FOP (waterways conservation officers)	\$50,230	\$30,352	\$80,582	\$3,443
FOP (wildlife conservation officers)	\$51,467	\$28,782	\$80,249	\$5,978
FOSCEP (educational and cultural)	\$62,209	\$31,445	\$93,654	\$265
ISSU (liquor store managers)	\$47,873	\$28,137	\$76,010	\$2,003
OPEIU (nurse supervisors)	\$81,026	\$36,304	\$117,330	\$4,344
PDA (physicians)	\$119,793	\$44,877	\$164,670	\$19,896
PLEA (liquor enforcement officers)	\$46,154	\$28,795	\$74,949	\$1,248
PSCOA (corrections officers)	\$52,429	\$30,830	\$83,259	\$6,765
PSEA (non-tenured teachers)	\$66,110	\$32,140	\$98,250	\$0
PSRA (state park rangers)	\$47,790	\$29,620	\$77,410	\$2,278
PSTA (state police)	\$81,227	\$54,077	\$135,304	\$5,575
SEIU Healthcare PA (nurses, non-supervisory)	\$67,678	\$33,115	\$100,793	\$4,149
SEIU Local 668 (social workers)	\$48,588	\$28,306	\$76,894	\$330
SEIU Local 668 (unemployment compensation referees)	\$71,264	\$33,377	\$104,641	\$353
UFCW (liquor store clerks)	\$31,995	\$25,027	\$57,022	\$1,682
UGSOA (security officers)	\$35,364	\$25,184	\$60,548	\$3,089
Non-Union Employees	\$63,138	\$31,605	\$94,743	\$1,931
Management Employees	\$66,341	\$32,470	\$98,811	\$830
<b>COMMONWEALTH AVERAGE</b>	<b>\$51,439</b>	<b>\$29,499</b>	<b>\$80,938</b>	<b>\$2,572</b>

SOURCE: Group Insurance Division and Classification and Pay Division, Office of Administration.

NOTE: Includes full-time, permanent salaried employees. Average total annual compensation includes salary and benefits; excludes overtime pay.

COMMENTS: The highest paid group of employees are those represented by the PDA physicians, earning an average of \$164,670 annually in pay and benefits. Union-represented employee groups are earning no less than an average of \$57,022 in total annual compensation. Because some benefits are calculated as a percentage of salary, benefit costs tend to be higher among higher-paid employees. Benefits costs range from \$25,027 for UFCW liquor store clerks to \$54,077 for PSTA.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**July 2013**

*Overtime Costs by Agency*  
*Fiscal Years 2008-2009 to 2012-2013*  
*(GAWFR Tables 42a and 42b)*

**a. Average Overtime Expenditure Per Employee**

AGENCY	2008-09	2009-10	2010-11	2011-12	2012-13
Corrections	\$3,381	\$3,298	\$3,171	\$3,921	\$4,701
State Police	\$4,413	\$4,722	\$4,528	\$4,729	\$4,255
Transportation	\$3,441	\$3,796	\$3,622	\$3,591	\$4,011
Emergency Management Agency	\$2,342	\$2,428	\$1,866	\$6,624	\$3,753
Game Commission	\$1,480	\$1,344	\$1,631	\$1,742	\$2,035
Probation and Parole Board	\$742	\$829	\$977	\$1,480	\$2,030
Conservation and Natural Resources	\$1,278	\$578	\$690	\$1,549	\$1,900
Infrastructure Investment Authority	\$1,182	\$1,165	\$1,024	\$1,913	\$1,855
Fish and Boat Commission	\$1,823	\$1,827	\$1,836	\$1,735	\$1,739
Public Welfare	\$1,701	\$1,571	\$1,582	\$1,910	\$1,680
Military and Veterans Affairs	\$2,593	\$2,531	\$2,162	\$1,902	\$1,636
Public School Employees Retirement System	\$3,265	\$2,207	\$1,719	\$2,204	\$1,586
Liquor Control Board	\$2,337	\$2,296	\$2,087	\$1,978	\$1,455
General Services	\$944	\$1,044	\$1,074	\$1,152	\$1,352
Agriculture	\$929	\$648	\$739	\$1,064	\$1,103
Health	\$201	\$811	\$360	\$632	\$623
Labor and Industry	\$1,169	\$1,058	\$1,427	\$1,551	\$575
All Other Agencies	\$191	\$201	\$150	\$182	\$162
<b>COMMONWEALTH AVERAGE</b>	<b>\$2,246</b>	<b>\$2,288</b>	<b>\$2,230</b>	<b>\$2,514</b>	<b>\$2,572</b>

**b. Total Overtime Expenditure Per Agency**

AGENCY	2008-09	2009-10	2010-11	2011-12	2012-13
Corrections	\$50,108,322	\$50,914,458	\$48,846,498	\$59,496,297	\$70,318,988
Transportation	\$39,619,359	\$43,356,293	\$41,168,255	\$41,037,030	\$45,993,410
Public Welfare	\$29,269,124	\$27,062,319	\$26,401,847	\$30,452,998	\$26,096,692
State Police	\$26,155,917	\$28,239,145	\$27,076,969	\$28,006,639	\$25,210,447
Liquor Control Board	\$7,046,200	\$6,986,150	\$6,374,562	\$6,006,181	\$4,447,343
Military and Veterans Affairs	\$5,791,121	\$5,840,073	\$4,973,586	\$4,314,130	\$3,552,361
Labor and Industry	\$5,573,705	\$5,427,274	\$7,552,056	\$8,036,527	\$2,914,650
Conservation and Natural Resources	\$1,703,204	\$739,343	\$882,812	\$2,007,464	\$2,466,619
Probation and Parole Board	\$789,861	\$882,399	\$1,040,241	\$1,602,711	\$2,324,242
Game Commission	\$945,856	\$901,527	\$1,127,223	\$1,243,446	\$1,473,181
General Services	\$1,133,519	\$1,195,890	\$1,147,695	\$1,140,421	\$1,274,472
Health	\$287,208	\$1,111,200	\$477,045	\$837,936	\$764,765
Fish and Boat Commission	\$730,947	\$738,198	\$745,290	\$700,849	\$681,599
Agriculture	\$595,535	\$399,681	\$448,455	\$640,469	\$667,122
Emergency Management Agency	\$334,963	\$349,622	\$276,095	\$1,033,395	\$615,555
Public School Employees Retirement System	\$933,913	\$637,932	\$498,493	\$639,151	\$471,018
Infrastructure Investment Authority	\$29,555	\$32,611	\$27,661	\$51,656	\$48,240
All Other Agencies	\$1,985,648	\$1,951,102	\$1,414,716	\$1,687,471	\$1,485,501
<b>COMMONWEALTH TOTAL</b>	<b>\$173,033,957</b>	<b>\$176,765,217</b>	<b>\$170,479,499</b>	<b>\$188,934,771</b>	<b>\$190,806,205</b>

SOURCE/NOTE: Office of Administration, Salary and Time Administration Division. Averages are based on full-time permanent salaried and wage employees. Agencies listed are those using more than an average of \$400 per employee in fiscal year 2012-2013 in overtime.

COMMENTS: Total overtime costs in fiscal year 2012-13 increased by 1.0% from the previous year. On a per employee basis the Corrections had the highest average overtime expenditures as well as the highest total overtime expenditure per agency.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**Fiscal Year 2012-2013**

*Average Paid Leave Days and Costs Usage Per Employee by Union*  
*(GAWFR Table 24)*

Union	Annual Leave Usage		Sick Leave Usage		Total Paid Leave Usage (Annual, Sick, Other Paid Leaves and Holidays)	
	Days	Costs	Days	Costs	Days	Costs
AFSCME (Master Agreement/Memorandum)	14.6*	\$2,388*	10.1*	\$1,570*	42.0*	\$6,624*
- Clerical, Administrative, and Fiscal units	15.2	\$2,392	10.4	\$1,559	41.7	\$6,378
- Maintenance and Trades units	14.6	\$2,218	10.2	\$1,516	41.0	\$6,070
- Human Services units	14.0	\$1,983	10.7	\$1,455	46.3	\$6,285
*Average for all employees in the three categories						
PSCOA (corrections officers)**	22.3	\$4,616	4.9	\$1,105	50.5	\$10,338
SEIU Local 668 (social workers)	15.1	\$2,948	10.7	\$2,032	43.7	\$8,288
PSTA (state police)	15.4	\$5,032	4.0	\$1,266	38.5	\$12,279
SEIU Healthcare PA (nurses, non-supervisory)	15.2	\$3,970	10.3	\$2,657	48.8	\$12,217
UFCW (liquor store clerks)	13.1	\$1,670	9.7	\$1,199	35.3	\$4,377
ISSU (liquor store managers)	17.1	\$3,153	9.1	\$1,685	38.2	\$7,056
CIVEA (corrections education teachers)	12.9	\$2,664	11.2	\$2,289	42.8	\$8,675
FOSCEP (educational and cultural)	14.5	\$3,506	9.6	\$2,315	40.5	\$9,653
OPEIU (nurse supervisors)	18.4	\$5,831	11.9	\$3,823	50.3	\$15,749
UGSOA (security officers)	13.2	\$1,835	9.8	\$1,335	37.9	\$5,155
PDA (physicians)	15.3	\$6,791	10.6	\$4,700	45.9	\$20,335
FOP (wildlife conservation officers)	12.5	\$2,727	7.5	\$1,623	34.4	\$7,126
PLEA (liquor enforcement officers)	10.6	\$2,030	6.1	\$1,119	35.2	\$6,566
Non-Union Employees	17.8	\$4,320	8.7	\$2,046	42.6	\$10,207
Management Employees	16.3	\$4,191	9.3	\$2,285	42.4	\$10,652
<b>COMMONWEALTH AVERAGE</b>	<b>16.1</b>	<b>\$3,269</b>	<b>8.8</b>	<b>\$1,687</b>	<b>43.0</b>	<b>\$8,464</b>

SOURCE/NOTE: SAP Wage type report of payments made and Business Warehouse. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees. Unions representing fewer than 100 employees are not listed. "Other Paid Leaves" include personal, disability, compensatory, administrative, civil, military, and educational leaves. Holidays include 11 holidays except for liquor store clerks, liquor store managers, security officers, game conservation officers, nurses, and physicians (10 holidays) and state police (13 holidays). Effective the beginning of the 2012 leave calendar year, the number of sick days employees are eligible to earn was reduced from 13 days to 11 days for most unions. Data includes both rank-and-file and supervisory staff unless otherwise noted.

\*\*This bargaining unit has combined leave, and only sick leave use of more than five consecutive days is recorded as sick leave.

**COMMENTS:** Lowest average sick leave use, excluding PSCOA (corrections officers), was noted in the PSTA (state police) at 4.0 days per employee. Highest average sick leave use was noted in the OPEIU (nurse supervisors) at 11.9 days per employee. The lowest average annual leave use was noted in PLEA (liquor enforcement officers) at 10.6 days per employee. The highest average annual leave use, excluding PSCOA (corrections officers), was noted in OPEIU (nurses, supervisory) at 18.4 days per employee.



**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**July 2013**

*Overtime Hours by Agency*  
*5-Year Comparison*  
*Fiscal Years 2008-2009 to 2012-2013*  
*(GAWFR Tables 41a and 41b)*

**a. Average Overtime Hours Per Employee**

AGENCY	2008-09	2009-10	2010-11	2011-12	2012-13	2012-13 Rank
Transportation	134	139	128	130	144	1
Corrections	122	115	105	128	142	2
Emergency Management Agency	73	73	56	193	114	3
State Police	99	102	94	95	87	4
Military and Veterans Affairs	127	111	97	91	82	5
Conservation and Natural Resources	51	24	26	59	71	6
Fish and Boat Commission	75	69	67	69	69	7
Game Commission	55	49	54	60	69	7
Public Welfare	68	61	61	71	64	9
Liquor Control Board	102	93	82	85	62	10
Infrastructure Investment Authority	35	35	34	63	60	11
Probation and Parole Board	23	25	28	40	53	12
Public School Employees Retirement System	104	68	52	69	51	13
Agriculture	42	25	26	44	45	14
General Services	33	36	35	38	43	15
Health	6	22	11	19	21	16
Labor and Industry	46	34	47	56	20	17
All Other Agencies	8	8	6	7	7	
<b>COMMONWEALTH AVERAGE</b>	<b>81</b>	<b>78</b>	<b>74</b>	<b>84</b>	<b>83</b>	

**b. Total Overtime Hours Per Agency**

AGENCY	2008-09	2009-10	2010-11	2011-12	2012-13	
Corrections	1,813,147	1,778,892	1,623,657	1,940,040	2,129,860	
Transportation	1,541,513	1,582,725	1,459,042	1,488,394	1,656,112	
Public Welfare	1,162,531	1,057,903	1,014,986	1,135,825	987,394	
State Police	586,769	607,251	562,773	560,882	513,459	
Liquor Control Board	306,654	281,840	251,443	257,132	190,295	
Military and Veterans Affairs	282,551	256,135	223,842	206,366	178,995	
Labor and Industry	218,019	174,126	247,992	292,614	103,593	
Conservation and Natural Resources	67,992	30,354	33,834	76,784	92,702	
Probation and Parole Board	24,587	26,707	29,692	43,462	61,058	
Game Commission	35,363	32,905	37,193	43,137	49,902	
General Services	39,718	41,787	37,419	37,544	40,696	
Fish and Boat Commission	29,950	27,885	27,318	27,914	27,151	
Agriculture	26,875	15,142	16,043	26,311	27,000	
Health	8,763	29,727	14,168	24,722	26,121	
Emergency Management Agency	10,369	10,548	8,270	30,134	18,655	
Public School Employees Retirement System	29,811	19,579	15,151	19,924	15,196	
Infrastructure Investment Authority	884	976	920	1,689	1,550	
All Other Agencies	83,033	77,681	57,122	66,761	61,584	
<b>COMMONWEALTH TOTAL</b>	<b>6,268,529</b>	<b>6,052,163</b>	<b>5,660,865</b>	<b>6,279,635</b>	<b>6,181,323</b>	

SOURCE/NOTE: Office of Administration, Salary and Time Administration Division. Averages are based on full-time permanent salaried and wage employees. Agencies listed are those using more than an average of \$400 per employee in fiscal year 2012-2013 in overtime.

COMMENTS: Total overtime hours decreased by 1.6% from the previous year. The Department of Corrections utilized the most overtime hours in fiscal year 2012-2013, a 9.8% increase from 2011-2012.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**July 2013**

*Average Sick Leave Use and Costs Per Employee by Agency*  
*Fiscal Years 2008-2009 to 2012-2013*  
*(GAWFR Table 43)*

Agency	Sick Leave Days					Sick Leave Costs				
	08-09	09-10	10-11	11-12	12-13	08-09	09-10	10-11	11-12	12-13
Aging	7.9	7.2	9.3	11.3	10.4	\$1,744	\$1,588	\$2,122	\$2,740	\$2,296
Agriculture	9.2	9.5	9.9	8.8	9.3	\$1,578	\$1,688	\$1,743	\$1,552	\$1,712
Banking and Securities	9.9	9.6	10.5	9.5	9.3	\$2,128	\$2,048	\$2,206	\$2,086	\$2,078
Civil Service Commission	10.0	10.5	11.2	10.2	11.4	\$1,888	\$1,998	\$2,187	\$1,987	\$2,258
Community and Economic Development	8.9	9.1	8.9	8.5	9.3	\$1,865	\$1,999	\$1,976	\$1,858	\$2,048
Conservation and Natural Resources	9.0	9.7	9.5	8.4	8.6	\$1,560	\$1,730	\$1,727	\$1,540	\$1,578
Corrections*	5.9	6.6	6.8	6.5	6.8	\$1,188	\$1,374	\$1,455	\$1,390	\$1,510
Education	9.7	10.2	10.1	10.3	9.7	\$1,960	\$2,223	\$2,256	\$2,253	\$2,173
Emergency Management Agency	7.9	7.1	8.6	8.3	7.5	\$1,469	\$1,392	\$1,730	\$1,675	\$1,520
Environmental Protection	9.4	10.0	9.9	8.9	9.1	\$1,952	\$2,128	\$2,171	\$1,945	\$2,020
Executive Offices	9.3	9.9	10.0	9.0	9.7	\$1,928	\$2,084	\$2,126	\$1,927	\$2,084
Fish and Boat Commission	7.4	7.8	7.4	8.1	7.6	\$1,199	\$1,293	\$1,311	\$1,427	\$1,348
Game Commission	8.5	8.7	7.6	7.1	8.1	\$1,495	\$1,569	\$1,390	\$1,302	\$1,501
General Services	10.5	10.6	11.0	10.8	9.8	\$1,736	\$1,789	\$1,953	\$1,900	\$1,753
Health	10.2	10.8	10.7	9.9	10.0	\$2,059	\$2,247	\$2,293	\$2,094	\$2,142
Historical and Museum Commission	9.5	8.6	9.2	8.7	8.9	\$1,513	\$1,529	\$1,739	\$1,656	\$1,751
Insurance	10.1	10.1	9.5	9.1	9.0	\$2,063	\$2,233	\$2,122	\$2,005	\$2,098
Labor and Industry	10.1	10.3	10.7	10.2	10.3	\$1,771	\$1,863	\$1,979	\$1,859	\$1,889
Liquor Control Board	8.9	9.4	9.5	9.4	9.3	\$1,311	\$1,422	\$1,473	\$1,455	\$1,462
Military and Veterans Affairs	10.6	11.0	10.9	11.0	10.6	\$1,522	\$1,634	\$1,694	\$1,686	\$1,684
Milk Marketing Board	13.5	10.6	10.2	7.4	8.1	\$2,776	\$2,210	\$2,196	\$1,623	\$1,742
Municipal Retirement System	10.5	11.5	11.2	10.8	10.4	\$1,910	\$2,090	\$2,109	\$1,935	\$1,797
Probation and Parole Board	8.4	10.0	9.8	8.4	9.0	\$1,586	\$1,996	\$2,060	\$1,755	\$1,867
Public School Employees Retirement System	9.6	10.0	10.4	9.7	9.1	\$1,955	\$2,116	\$2,185	\$2,073	\$2,034
Public Utility Commission	9.7	9.3	11.0	9.4	9.4	\$2,103	\$2,109	\$2,650	\$2,243	\$2,198
Public Welfare	10.9	11.4	11.5	10.7	10.5	\$1,903	\$1,958	\$2,040	\$1,864	\$1,857
Revenue	11.0	11.4	11.1	10.2	10.1	\$1,911	\$2,063	\$2,075	\$1,895	\$1,888
Securities Commission	10.9	11.9	11.5	10.3	9.9	\$2,734	\$2,964	\$2,920	\$2,520	\$2,390
State	9.7	9.8	9.7	10.4	10.0	\$1,766	\$1,858	\$1,807	\$1,999	\$1,946
State Employees Retirement System	8.0	8.0	8.4	8.1	8.0	\$1,620	\$1,678	\$1,767	\$1,611	\$1,663
State Police	5.7	5.8	5.7	5.1	5.0	\$1,296	\$1,367	\$1,410	\$1,299	\$1,278
Transportation	10.0	10.3	10.5	9.5	9.4	\$1,727	\$1,642	\$1,719	\$1,553	\$1,564
<b>COMMONWEALTH AVERAGE</b>	<b>8.9</b>	<b>9.4</b>	<b>9.3</b>	<b>8.8</b>	<b>8.8</b>	<b>\$1,587</b>	<b>\$1,717</b>	<b>\$1,758</b>	<b>\$1,658</b>	<b>\$1,687</b>

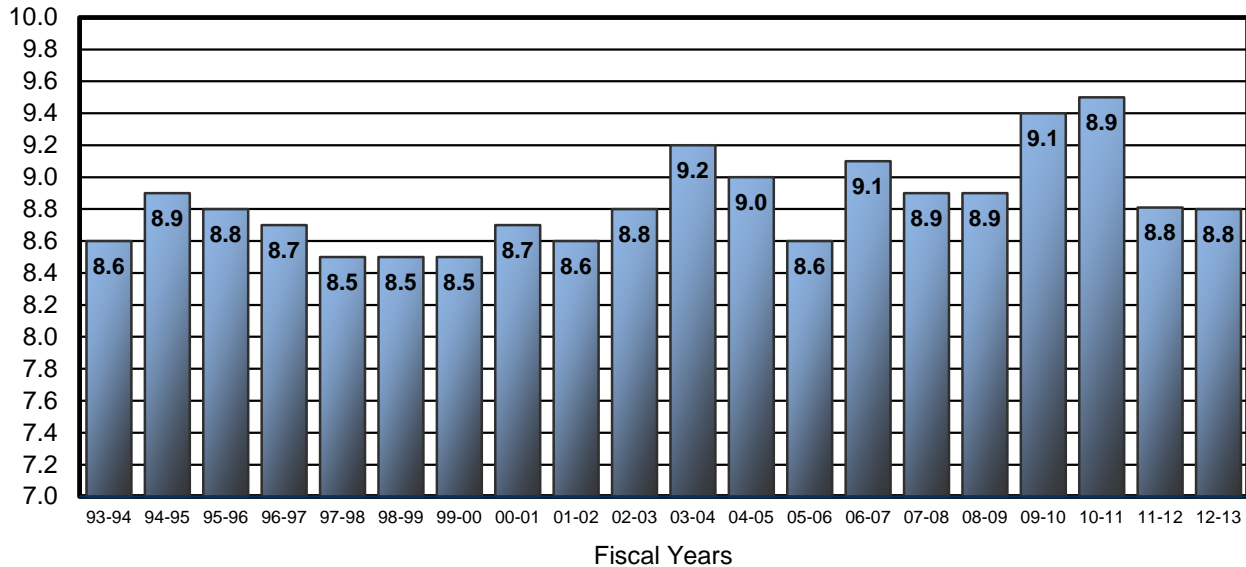
SOURCE/NOTE: SAP Wage Type reports of payments made and SAP Business Warehouse Reporting System. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees only. Sick leave includes paid leave for personal and family illness, bereavement, work-related injury, and long-term illness for corrections officers. Effective the beginning of the 2012 leave calendar year, the number of sick days employees are eligible to earn was reduced from 13 days to 11 days for most unions. \*Department of Corrections has a combined leave program for corrections officers whereby only sick leave use of more than five consecutive days is recorded as sick leave.

COMMENTS: The average sick leave use for the Commonwealth remained the same as the prior year. The lowest sick leave use during fiscal year 2012-2013 occurred in State Police (5.0 days); the highest usage occurred in the Civil Service Commission (11.4 days).

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial**  
**July 2013**

*Historical Average Sick Leave Use*  
*Fiscal Year 1993-1994 to Fiscal Year 2012-2013*  
*(GAWFR Table 44)*

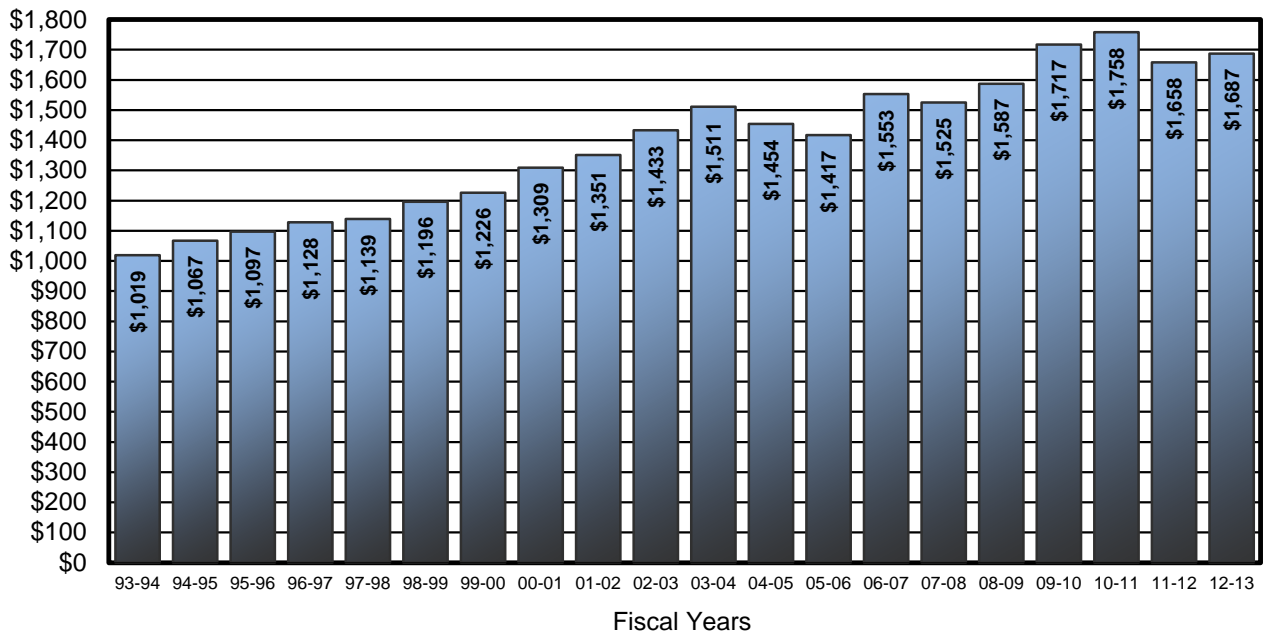
**DAYS PER EMPLOYEE**



SOURCE/NOTE: SAP Wage type report of payments made. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees. Effective the beginning of the 2012 leave calendar year, the number of sick days employees are eligible to earn was reduced from 13 days to 11 days for most unions.

COMMENTS: Average sick leave usage in fiscal year 2012-2013 remained the same as in the previous year.

**COST PER EMPLOYEE**



SOURCE/NOTE: Same as above. Leave costs are determined by multiplying the amount of leave used by the salary of each employee at the time of use divided by the average hours in a day.

COMMENTS: The average sick leave cost per employee in fiscal year 2012-2013 increased slightly from the prior year.

**STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement**  
**Employment by Agency**  
**July 2013**

*Civil Service/Non-Civil Service Filled Salaried Positions by Agency*  
*(GAWFR Table 8)*

Agency	Civil Service		Non-Civil Service		Totals
	Number	Percent	Number	Percent	
Aging	69	78.4%	19	21.6%	88
Agriculture	267	48.7%	281	51.3%	548
Banking and Securities	176	82.6%	37	17.4%	213
Civil Service Commission	110	94.0%	7	6.0%	117
Community and Economic Development	32	10.9%	261	89.1%	293
Conservation and Natural Resources	1,267	97.7%	30	2.3%	1,297
Corrections	12,049	81.6%	2,721	18.4%	14,770
Drug and Alcohol Programs	63	92.6%	5	7.4%	68
Education	425	91.0%	42	9.0%	467
Emergency Management Agency	144	88.9%	18	11.1%	162
Environmental Protection	2,416	94.5%	141	5.5%	2,557
Executive Offices	874	72.4%	848	427.6%	1,722
Fish and Boat Commission	263	69.4%	116	30.6%	379
Game Commission	365	53.3%	320	46.7%	685
General Services	275	29.5%	657	70.5%	932
Health	1,108	95.4%	54	4.6%	1,162
Historical and Museum Commission	78	39.4%	120	60.6%	198
Insurance	211	85.1%	37	14.9%	248
Labor and Industry	4,308	90.6%	448	9.4%	4,756
Liquor Control Board	3,014	98.2%	54	1.8%	3,068
Military and Veterans Affairs	532	26.3%	1,491	73.7%	2,023
Milk Marketing Board	14	58.3%	10	41.7%	24
Municipal Retirement System	27	93.1%	2	6.9%	29
Probation and Parole Board	1,128	96.2%	44	3.8%	1,172
Public School Employees Retirement System	239	83.9%	46	16.1%	285
Public Utility Commission	372	79.7%	95	20.3%	467
Public Welfare	14,700	95.7%	658	4.3%	15,358
Revenue	489	26.4%	1,363	73.6%	1,852
State	286	60.0%	191	40.0%	477
State Employees Retirement System	141	80.1%	35	19.9%	176
State Police	330	5.7%	5,417	94.3%	5,747
Transportation	4,126	36.1%	7,302	63.9%	11,428
<b>COMMONWEALTH TOTAL</b>	<b>49,898</b>	<b>68.6%</b>	<b>22,870</b>	<b>31.4%</b>	<b>72,768</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time and part-time filled salaried positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

Effective October 1, 2012, Securities Commission merged with Banking to form Banking and Securities. In addition, effective March 1, 2013, State Tax Equalization Board was absorbed by Community and Economic Development.

COMMENTS: The percentage of civil service positions decreased by .1% from the previous year and non-civil service positions increased by .1% from the previous year. The Departments of Public Welfare, Corrections, and Labor and Industry employ nearly two-thirds of all civil service workers. The Departments of Transportation and State Police employ over half of all non-civil service workers.

**STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement**  
**Hires and Separations**  
**Fiscal Year 2012 - 2013**

*Hires and Separations*  
*(GAWFR Table - None)*

Agency	Separations	Hires	Net Change
Aging	11	2	-9
Agriculture	37	21	-16
Banking and Securities	27	14	-13
Civil Service Commission	11	2	-9
Community and Economic Development	35	25	-10
Conservation and Natural Resources	68	11	-57
Corrections	1,069	697	-372
Drug and Alcohol Programs	4	2	-2
Education	47	15	-32
Emergency Management Agency	9	8	-1
Environmental Protection	153	91	-62
Executive Offices	168	94	-74
Fish and Boat Commission	26	2	-24
Game Commission	37	7	-30
General Services	88	39	-49
Health	147	38	-109
Historical and Museum Commission	16	2	-14
Insurance	26	11	-15
Labor and Industry	532	153	-379
Liquor Control Board	252	32	-220
Military and Veterans Affairs	213	57	-156
Milk Marketing Board	1	1	0
Municipal Retirement System	1	1	0
Probation and Parole Board	62	48	-14
Public School Employees Retirement System	27	8	-19
Public Utility Commission	32	16	-16
Public Welfare	1,531	864	-667
Revenue	141	66	-75
Securities Commission	17	0	-17
State	40	37	-3
State Employees Retirement System	15	14	-1
State Police	358	124	-234
State Tax Equalization Board	3	2	-1
Transportation	681	361	-320
<b>COMMONWEALTH TOTALS</b>	<b>5,885</b>	<b>2,865</b>	<b>-3,020</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. The "Hires" column includes regular appointments, reinstatements from resignation, and reinstatements from adjudication, but excludes returns from furlough. Excludes Intermittent Liquor Store Clerks and Pennsylvania State Police cadets appointed during fiscal year 2012-2013, since these employees are hired in wage positions and then upon promotion become salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of The Budget and the Pennsylvania Human Relations Commission. Effective October 1, 2012, Securities Commission merged with Banking to form Banking and Securities. In addition, effective March 1, 2013, State Tax Equalization Board was absorbed by Community and Economic Development.

COMMENTS: This fiscal year 5,885 employees separated and 2,865 were hired for a net decrease of 3,020 employees as compared to a net decrease of 1,590 employees for the previous year.

**STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement**  
**Separation Trends**  
**Fiscal Years 1997-1998 to 2012-2013**

*Historical Trend of Commonwealth Separations*  
*(GAWFR Table 28)*

Fiscal Year		Retirements	Resignations	Furloughs	Other Separations	Total Separations
<b>1997-1998</b>	Number	2,305	1,251	109	446	4,111
	Rate	2.9%	1.6%	0.1%	0.6%	5.2%
<b>1998-1999</b>	Number	3,663	1,406	56	503	5,628
	Rate	4.7%	1.8%	0.1%	0.6%	7.2%
<b>1999-2000</b>	Number	2,401	1,460	250	519	4,630
	Rate	3.0%	1.9%	0.3%	0.7%	5.9%
<b>2000-2001</b>	Number	1,935	1,393	30	555	3,913
	Rate	2.4%	1.8%	0.0%	0.7%	4.9%
<b>2001-2002</b>	Number	3,890	1,117	44	583	5,634
	Rate	4.9%	1.4%	0.1%	0.7%	7.1%
<b>2002-2003</b>	Number	4,484	1,201	4	610	6,299
	Rate	5.7%	1.5%	0.0%	0.8%	8.1%
<b>2003-2004</b>	Number	6,153	1,351	5	540	8,049
	Rate	8.1%	1.8%	0.0%	0.7%	10.6%
<b>2004-2005</b>	Number	4,269	1,652	29	584	6,534
	Rate	5.6%	2.2%	0.0%	8.0%	8.5%
<b>2005-2006</b>	Number	2,040	1,714	2	591	4,347
	Rate	3.3%	2.2%	0.0%	0.8%	5.5%
<b>2006-2007</b>	Number	6,581	1,714	0	591	8,886
	Rate	8.6%	2.2%	0.0%	0.8%	11.6%
<b>2007-2008</b>	Number	2,522	1,729	0	628	4,879
	Rate	3.3%	2.2%	0.0%	0.8%	6.3%
<b>2008-2009</b>	Number	2,750	1,286	135	574	4,745
	Rate	3.6%	1.7%	0.2%	0.7%	6.2%
<b>2009-2010</b>	Number	3,274	1,098	349	596	5,317
	Rate	4.3%	1.4%	0.5%	0.7%	7.0%
<b>2010-2011</b>	Number	5,095	1,246	111	573	7,025
	Rate	6.9%	1.7%	0.2%	0.8%	9.5%
<b>2011-2012</b>	Number	2,887	1,224	32	496	4,639
	Rate	3.9%	1.6%	0.0%	0.7%	6.2%
<b>2012-2013</b>	Number	3,815	1,312	228	530	5,885
	Rate	5.3%	1.8%	0.3%	0.7%	8.1%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Excludes inter-agency transfers and temporary or emergency employees. Other separations include dismissals and deaths. Excludes employee reinstatements to the same or other agency.

COMMENTS: The commonwealth's overall separation rate increased significantly compared to the previous fiscal year, primarily due to a increase in the number of retirements.

**STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement**  
**Leave Usage - Paid**  
**Fiscal Year 2012 - 2013**

*Total Paid Leave Days and Cost Per Employee*  
*(GAWFR Table 45)*

Agency	Annual Avg Days	Annual Avg Cost	Holiday Avg Days	Holiday Avg Cost	Sick Avg Days	Sick Avg Cost	Personal Avg Days	Personal Avg Cost	Other Avg Days	Other Avg Cost
<b>Commonwealth Average</b>	<b>16.1</b>	<b>\$3,269</b>	<b>10.5</b>	<b>\$2,054</b>	<b>8.8</b>	<b>\$1,687</b>	<b>3.2</b>	<b>\$630</b>	<b>4.4</b>	<b>\$824</b>
Aging	15.6	\$3,697	10.7	\$2,476	10.4	\$2,296	4.0	\$920	0.3	\$71
Agriculture	14.0	\$2,668	10.4	\$1,934	9.3	\$1,679	3.6	\$672	1.4	\$246
Banking and Securities	14.0	\$3,296	10.9	\$2,504	9.3	\$2,078	3.8	\$875	0.1	\$29
Civil Service Commission	17.7	\$3,825	11.0	\$2,234	11.4	\$2,258	4.1	\$827	0.6	\$109
Community and Economic Development	13.9	\$3,307	10.8	\$2,506	9.3	\$2,048	3.6	\$815	0.1	\$38
Conservation and Natural Resources	15.7	\$3,086	10.8	\$2,029	8.6	\$1,578	3.9	\$733	3.0	\$528
Corrections	20.1	\$4,241	9.9	\$2,030	6.8	\$1,510	1.2	\$270	10.5	\$2,174
Drug and Alcohol Programs	13.2	\$2,873	10.9	\$2,316	9.9	\$2,073	3.6	\$753	0.4	\$77
Education	14.8	\$3,426	10.9	\$2,495	9.7	\$2,173	3.9	\$881	0.4	\$89
Emergency Management Agency	12.9	\$2,651	10.7	\$2,169	7.5	\$1,520	3.5	\$685	1.2	\$243
Environmental Protection	16.1	\$3,752	10.9	\$2,404	9.1	\$2,019	3.8	\$849	0.5	\$109
Executive Offices	15.8	\$3,634	10.9	\$2,426	9.7	\$2,087	3.8	\$836	0.9	\$199
Fish and Boat Commission	15.5	\$2,957	10.4	\$1,876	7.6	\$1,348	3.9	\$716	4.2	\$759
Game Commission	13.8	\$2,724	10.2	\$1,839	8.1	\$1,501	3.8	\$709	1.1	\$202
General Services	15.5	\$2,879	10.7	\$1,931	9.8	\$1,753	3.9	\$703	2.1	\$387
Health	15.4	\$3,479	10.8	\$2,345	10.0	\$2,139	4.0	\$867	1.0	\$214
Historical and Museum Commission	16.4	\$3,309	10.7	\$2,116	8.9	\$1,751	3.9	\$763	2.3	\$463
Insurance	15.6	\$3,798	10.9	\$2,609	9.3	\$2,114	3.7	\$894	0.3	\$72
Labor and Industry	15.3	\$2,949	10.9	\$2,019	10.3	\$1,889	3.9	\$721	3.0	\$552
Liquor Control Board	14.7	\$2,472	9.3	\$1,464	9.3	\$1,462	3.3	\$541	0.2	\$39
Military and Veterans Affairs	13.4	\$2,174	9.5	\$1,490	10.6	\$1,684	3.7	\$593	1.0	\$182
Milk Marketing Board	15.1	\$3,250	10.8	\$2,273	8.1	\$1,742	4.0	\$837	3.1	\$572
Municipal Retirement System	15.2	\$3,018	10.4	\$1,961	10.4	\$1,801	4.0	\$762	0.2	\$57
Probation and Parole Board	13.9	\$3,010	10.7	\$2,214	9.0	\$1,867	3.7	\$775	4.1	\$930
Public School Employees Retirement System	15.7	\$3,941	10.9	\$2,557	9.1	\$2,034	3.9	\$927	0.4	\$83
Public Utility Commission	15.6	\$4,043	10.9	\$2,668	9.4	\$2,198	3.7	\$924	0.7	\$148
Public Welfare	15.3	\$2,838	10.3	\$1,817	10.5	\$1,857	3.7	\$658	6.4	\$957
Revenue	15.6	\$3,130	10.9	\$2,089	10.1	\$1,888	3.8	\$742	0.3	\$51
Securities Commission	17.6	\$4,259	7.4	\$1,811	9.9	\$2,390	2.8	\$702	1.0	\$200
State	13.8	\$2,779	10.9	\$2,053	10.0	\$1,946	3.7	\$711	2.4	\$461
State Employees Retirement System	15.5	\$3,730	11.0	\$2,556	8.0	\$1,695	3.7	\$816	2.1	\$483
State Police	14.8	\$4,261	12.0	\$3,359	5.0	\$1,278	3.6	\$1,002	2.1	\$599
Transportation	14.7	\$2,621	10.7	\$1,789	9.4	\$1,571	3.8	\$641	1.3	\$212

SOURCE/NOTE: SAP Wage Types report of payments made and Business Warehouse. Leave usage is calculated for the average full-time equivalent employee and includes permanent employees. Leave costs are determined by multiplying the amount of leave used by the salary of each employee at the time of use. Most employees receive 11 holidays per year. Most employees earn up to four personal days each leave calendar year. Effective the beginning of the 2012 leave calendar year, the number of sick days employees are eligible to earn was reduced from 13 days to 11 days for most unions. Other leaves include compensatory, administrative, civil, military, educational, disability, and stress leave. For corrections officers, bereavement leave is included in the "other" leave category; for all other employees, bereavement leave is included as sick leave.

COMMENTS: Commonwealth employees used an average of 43.0 days of paid leave, including paid holidays, during fiscal year 2012-2013. This is an increase from an average of 42.2 days of leave from the previous fiscal year.



**STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement**  
**July 2013**

*Filled Salaried and Wage Employees by Agency*  
*July 2012 and 2013*  
*(GAWFR Table 4)*

Agency	2012		2013		Difference	
	Salaried	Wage	Salaried	Wage	Salaried	Wage
Aging	89	3	88	3	-1	0
Agriculture	545	346	548	376	3	30
Banking and Securities	172	0	213	3	41	3
Civil Service Commission	126	71	117	75	-9	4
Community and Economic Development	281	17	293	24	12	7
Conservation and Natural Resources	1,290	1,016	1,297	1,067	7	51
Corrections	15,229	266	14,770	352	-459	86
Drug and Alcohol Programs	3	0	68	0	65	0
Education	490	66	467	80	-23	14
Emergency Management Agency	155	201	162	212	7	11
Environmental Protection	2,593	48	2,557	48	-36	0
Executive Offices	1,835	249	1,722	216	-113	-33
Fish And Boat Commission	399	79	379	66	-20	-13
Game Commission	667	99	685	78	18	-21
General Services	969	22	932	22	-37	0
Health	1,334	180	1,162	159	-172	-21
Historical and Museum Commission	210	20	198	13	-12	-7
Insurance	266	10	248	14	-18	4
Labor and Industry	5,105	658	4,756	506	-349	-152
Liquor Control Board	3,050	1,811	3,068	1,876	18	65
Military and Veterans Affairs	2,100	364	2,023	382	-77	18
Milk Marketing Board	24	1	24	1	0	0
Municipal Retirement System	29	0	29	0	0	0
Probation and Parole Board	1,134	16	1,172	17	38	1
Public School Employees Retirement System	292	7	285	5	-7	-2
Public Utility Commission	468	26	467	16	-1	-10
Public Welfare	15,805	558	15,358	541	-447	-17
Revenue	1,925	122	1,852	110	-73	-12
Securities Commission	73	3	0	0	-73	-3
State	466	34	477	27	11	-7
State Employees Retirement System	176	0	176	1	0	1
State Police	5,770	176	5,747	161	-23	-15
State Tax Equalization Board	14	0	0	0	-14	0
Transportation	11,456	330	11,428	333	-28	3
<b>COMMONWEALTH TOTAL</b>	<b>74,540</b>	<b>6,799</b>	<b>72,768</b>	<b>6,784</b>	<b>-1,772</b>	<b>-15</b>

NOTE: Includes full-time and part-time filled salaried and wage positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission. Effective October 1, 2012, Securities Commission merged with Banking to form Banking and Securities. In addition, effective March 1, 2013, State Tax Equalization Board was absorbed by Community and Economic Development. Data as of July 1 of each year.

**STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement**  
**July 2013**

*Historical Separation Rates by Agency  
(GAWFR Table 29)*

<b>Agency</b>	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
Aging	8.3%	6.7%	10.0%	5.6%	12.5%
Agriculture	5.6%	15.7%	12.1%	7.2%	6.8%
Banking and Securities	10.1%	3.8%	8.0%	9.3%	12.7%
Civil Service Commission	7.4%	8.7%	11.8%	5.6%	9.4%
Community and Economic Development	7.6%	13.4%	17.6%	9.4%	12.1%
Conservation and Natural Resources	4.9%	7.2%	7.2%	4.7%	5.2%
Corrections	5.4%	5.1%	6.5%	5.3%	7.2%
Drug and Alcohol Programs	n/a	n/a	n/a	0.0%	5.9%
Education	6.0%	14.0%	14.8%	5.1%	10.1%
Emergency Management Agency	10.6%	5.2%	12.0%	7.7%	5.6%
Environmental Protection	4.7%	10.5%	8.8%	5.0%	6.0%
Executive Offices	7.2%	9.7%	12.8%	7.4%	9.8%
Fish and Boat Commission	4.0%	4.9%	8.0%	3.0%	6.9%
Game Commission	3.1%	4.3%	7.4%	4.0%	5.4%
General Services	5.6%	8.8%	11.3%	7.7%	9.4%
Health	5.3%	9.5%	11.9%	7.9%	12.7%
Historical and Museum Commission	6.1%	40.1%	13.0%	4.5%	8.5%
Insurance	5.4%	7.9%	12.1%	6.0%	10.5%
Labor and Industry	6.2%	7.8%	11.4%	6.2%	11.2%
Liquor Control Board	6.3%	7.5%	10.8%	6.9%	8.2%
Military and Veterans Affairs	15.5%	10.2%	10.7%	9.7%	10.9%
Milk Marketing Board	6.7%	7.1%	13.6%	4.2%	4.2%
Municipal Retirement System	3.8%	3.8%	4.0%	6.9%	3.5%
Probation and Parole Board	4.5%	4.0%	6.6%	4.4%	5.3%
Public School Employees Retirement System	3.2%	3.2%	8.9%	4.8%	9.5%
Public Utility Commission	7.3%	6.0%	10.1%	6.7%	6.9%
Public Welfare	7.3%	8.3%	13.9%	7.2%	10.0%
Revenue	5.7%	10.6%	10.2%	7.2%	7.6%
Securities Commission	6.3%	6.8%	4.0%	11.0%	N/A
State	8.5%	7.3%	10.7%	9.7%	8.4%
State Employees Retirement System	2.2%	7.9%	6.8%	9.1%	8.6%
State Police	4.4%	3.8%	5.2%	6.2%	6.2%
State Tax Equalization Board	5.6%	13.3%	6.7%	7.1%	N/A
Transportation	4.8%	5.1%	7.8%	5.4%	6.0%
<b>COMMONWEALTH AVERAGE *</b>	<b>6.1%</b>	<b>7.0%</b>	<b>9.6%</b>	<b>6.2%</b>	<b>7.9%</b>

NOTE: All years include full-time permanent salaried employees. Excludes temporary or emergency employees as well as reinstatements to the same or other agency and inter-agency transfers. Agency separation rates are based on the total number of separations and filled positions per agency. \*Commonwealth average is based on the total number of separations and filled positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Environmental Hearing Board, and the Pennsylvania Human Relations Commission. Effective October 1, 2012, Securities Commission merged with Banking to form Banking and Securities. In addition, effective March 1, 2013, State Tax Equalization Board was absorbed by Community and Economic Development.

COMMENTS: Separation rates increased from the prior fiscal year due to increases in the numbers of retirements and furloughs.

**STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement**  
**July 2013**

*Voluntary Separations During First Five Years of Service by Agency*  
*Fiscal Year 2012 - 2013*  
*(GAWFR Table 30)*

Agency	0-1		1-3		3-5		Total	
	Number	Rate*	Number	Rate*	Number	Rate*	Number	Rate*
Aging	0	0.0%	1	1.1%	0	0.0%	1	1.1%
Agriculture	4	0.7%	5	0.9%	3	0.5%	12	2.2%
Banking and Securities	1	0.5%	3	1.4%	4	1.9%	8	3.8%
Civil Service Commission	1	0.9%	0	0.0%	1	0.9%	2	1.7%
Community and Economic Development	6	2.1%	2	0.7%	2	0.7%	10	3.5%
Conservation and Natural Resources	1	0.1%	7	0.5%	0	0.0%	8	0.6%
Corrections	94	0.6%	52	0.4%	68	0.5%	215	1.5%
Drug and Alcohol Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Education	2	0.4%	3	0.6%	6	1.3%	11	2.4%
Emergency Management Agency	1	0.6%	0	0.0%	0	0.0%	1	0.6%
Environmental Protection	4	0.2%	10	0.4%	11	0.4%	25	1.0%
Executive Offices	7	0.4%	13	0.8%	5	0.3%	25	1.5%
Fish and Boat Commission	0	0.0%	0	0.0%	1	0.3%	1	0.3%
Game Commission	2	0.3%	0	0.0%	0	0.0%	2	0.3%
General Services	0	0.0%	4	0.4%	3	0.3%	7	0.8%
Health	6	0.5%	19	1.6%	9	0.8%	34	2.9%
Historical and Museum Commission	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Insurance	1	0.4%	2	0.8%	0	0.0%	3	1.2%
Labor and Industry	22	0.5%	27	0.6%	38	0.8%	87	1.8%
Liquor Control Board	5	0.2%	19	0.6%	20	0.7%	44	1.4%
Military and Veterans Affairs	11	0.6%	17	0.9%	18	0.9%	46	2.3%
Milk Marketing Board	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Municipal Retirement System	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Probation And Parole Board	4	0.3%	5	0.4%	6	0.5%	15	1.3%
Public School Employees Retirement System	0	0.0%	1	0.4%	1	0.4%	2	0.7%
Public Utility Commission	1	0.2%	3	0.6%	2	0.4%	6	1.3%
Public Welfare	108	0.7%	132	0.9%	98	0.6%	338	2.2%
Revenue	8	0.4%	19	1.0%	6	0.3%	33	1.8%
State	4	0.8%	3	0.6%	3	0.6%	10	2.1%
State Employees Retirement System	1	0.6%	1	0.6%	0	0.0%	2	1.1%
State Police	7	0.1%	13	0.2%	4	0.1%	30	0.5%
Transportation	37	0.3%	58	0.5%	31	0.3%	126	1.1%
<b>COMMONWEALTH TOTAL</b>	<b>338</b>	<b>0.5%</b>	<b>419</b>	<b>0.6%</b>	<b>340</b>	<b>0.5%</b>	<b>1,104</b>	<b>1.5%</b>

NOTE: \*The percentage rate shown is based on the number of actions as compared to full-time, permanent salaried employees per agency. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission. Effective October 1, 2012, Securities Commission merged with Banking to form Banking and Securities. In addition, effective March 1, 2013, State Tax Equalization Board was absorbed by Community and Economic Development.

COMMENTS: Only 1.5% of all Commonwealth employees voluntarily separate in their first five years of service. Most employees who voluntarily separated left within the 1-3 year range; this is a change from last year which indicated higher separations in the 3-5 range.

**STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement**  
**July 2013**

*Placement by Type and Agency*  
*Fiscal Year 2012-2013*  
*Full-Time Salaried Employees*  
*(GAWFR Table 35)*

Agency	New Hire		Transfer		Promotion		Other	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Aging	2	2.3%	14	15.9%	13	14.8%	0	0.0%
Agriculture	16	2.9%	28	5.1%	24	4.4%	5	0.9%
Banking and Securities	11	5.2%	71	33.3%	16	7.5%	3	1.4%
Civil Service Commission	2	1.7%	14	12.0%	10	8.6%	0	0.0%
Community and Economic Development	20	6.9%	65	22.5%	22	7.6%	5	1.7%
Conservation and Natural Resources	4	0.3%	83	6.4%	64	4.9%	7	0.5%
Corrections	568	3.9%	828	5.6%	582	3.9%	129	0.9%
Drug and Alcohol Programs	2	2.9%	71	104.4%	6	8.8%	0	0.0%
Education	13	2.8%	27	5.8%	33	7.1%	2	0.4%
Emergency Management Agency	7	4.3%	26	16.1%	15	9.3%	1	0.6%
Environmental Protection	57	2.2%	144	5.6%	187	7.3%	34	1.3%
Executive Offices	75	4.4%	143	8.3%	148	8.6%	19	1.1%
Fish and Boat Commission	1	0.3%	15	4.0%	20	5.3%	1	0.3%
Game Commission	4	0.6%	74	10.8%	68	9.9%	3	0.4%
General Services	34	3.7%	44	4.7%	59	6.3%	5	0.5%
Health	26	2.2%	103	8.9%	94	8.1%	12	1.0%
Historical and Museum Commission	1	0.5%	4	2.1%	1	0.5%	1	0.5%
Insurance	8	3.2%	15	6.1%	29	11.7%	3	1.2%
Labor and Industry	120	2.5%	276	5.8%	277	5.8%	33	0.7%
Liquor Control Board	21	0.7%	966	31.5%	401	13.1%	11	0.4%
Military and Veterans Affairs	45	2.3%	92	4.7%	68	3.5%	12	0.6%
Milk Marketing Board	1	4.2%	0	0.0%	0	0.0%	0	0.0%
Municipal Retirement System	1	3.5%	1	3.5%	2	6.9%	0	0.0%
Probation and Parole Board	38	3.3%	166	14.2%	85	7.3%	10	0.9%
Public School Employees Retirement System	5	1.8%	19	6.7%	29	10.2%	3	1.1%
Public Utility Commission	12	2.6%	45	9.7%	60	12.9%	4	0.9%
Public Welfare	697	4.6%	703	4.6%	815	5.3%	167	1.1%
Revenue	47	2.5%	114	6.2%	99	5.4%	19	1.0%
State	28	5.9%	38	8.0%	46	9.6%	9	1.9%
State Employees Retirement System	9	5.1%	18	10.3%	17	9.7%	5	2.9%
State Police	113	2.0%	1,233	21.5%	457	8.0%	11	0.2%
Transportation	155	1.4%	331	2.9%	672	5.9%	206	1.8%
<b>COMMONWEALTH TOTALS</b>	<b>2,143</b>	<b>3.0%</b>	<b>5,771</b>	<b>8.0%</b>	<b>4,419</b>	<b>6.1%</b>	<b>720</b>	<b>1.0%</b>

NOTE: The percentage rate shown is based on the number of actions as compared to full-time permanent salaried employees. Transfers include transfers between organizations and transfers between agencies. Other placement actions include dual hires, rehires, reassignments, and demotions which are not a result of reclassification. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission. Effective October 1, 2012, Securities Commission merged with Banking to form Banking and Securities. In addition, effective March 1, 2013, State Tax Equalization Board was absorbed by Community and Economic Development.

COMMENTS: Across the Commonwealth, the largest percentage of placement actions for fiscal year 2012-2013 are from transfers.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**Diversity by Agency (1 of 3)**  
**Fiscal Year 2012 - 2013**

*Employment by Agency, Minority Group and Gender*  
*(GAWFR Table 16)*

Agency	Year	Non-Minority						Minority						Undisclosed			
		Male		Female		Undeclared		Male		Female		Undeclared		Male		Female	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Aging	July 2012	26	29.2%	55	61.8%			1	1.1%	7	7.9%						
	July 2013	24	27.3%	55	62.5%			2	2.3%	7	8.0%						
Agriculture	July 2012	297	54.6%	203	37.3%			27	5.0%	16	2.9%					1	0.2%
	July 2013	296	54.2%	201	36.8%			31	5.7%	18	3.3%						
Banking and Securities	July 2012	75	43.6%	76	44.2%			5	2.9%	12	7.0%			3	1.7%	1	0.6%
	July 2013	93	43.6%	98	46.0%			9	4.2%	13	6.1%						
Civil Service Commission	July 2012	33	26.2%	74	58.7%			7	5.6%	12	9.5%						
	July 2013	31	26.5%	73	62.4%			7	6.0%	6	5.1%						
Community and Economic Development	July 2012	106	38.4%	137	49.6%			7	2.5%	23	8.3%			2	0.7%	1	0.4%
	July 2013	123	42.6%	136	47.1%			6	2.1%	24	8.3%						
Conservation and Natural Resources	July 2012	945	73.3%	310	24.0%			21	1.6%	11	0.9%			2	0.2%	1	0.1%
	July 2013	949	73.2%	313	24.1%			21	1.6%	14	1.1%						
Corrections	July 2012	10,381	68.2%	3,156	20.7%	1	0.0%	1,116	7.3%	567	3.7%			4	0.0%		
	July 2013	10,051	68.1%	3,082	20.9%			1,078	7.3%	552	3.7%	1	0.0%	1	0.0%		
Drug and Alcohol Programs	July 2012	1	33.3%	1	33.3%											1	33.3%
	July 2013	18	26.5%	34	50.0%			3	4.4%	13	19.1%						
Education	July 2012	145	29.6%	278	56.7%			14	2.9%	52	10.6%					1	0.2%
	July 2013	137	29.3%	265	56.7%			12	2.6%	51	10.9%					2	0.4%
Emergency Management Agency	July 2012	102	65.8%	45	29.0%			3	1.9%	5	3.2%						
	July 2013	107	66.0%	47	29.0%			3	1.9%	5	3.1%						
Environmental Protection	July 2012	1,634	63.2%	756	29.2%			105	4.1%	90	3.5%						
	July 2013	1,612	63.2%	740	29.0%			104	4.1%	95	3.7%						
Executive Offices	July 2012	767	41.8%	802	43.7%			103	5.6%	159	8.7%					4	0.2%
	July 2013	712	41.3%	757	44.0%			94	5.5%	155	9.0%			1	0.1%	3	0.2%
Fish and Boat Commission	July 2012	327	82.0%	67	16.8%			1	0.3%	2	0.5%			2	0.5%		
	July 2013	313	82.6%	63	16.6%			1	0.3%	2	0.5%						

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**Diversity by Agency (2 of 3)**  
**Fiscal Year 2012 - 2013**

*Employment by Agency, Minority Group and Gender*  
*(GAWFR Table 16 - continued)*

Agency	Year	Non-Minority						Minority						Undisclosed			
		Male		Female		Undeclared		Male		Female		Undeclared		Male		Female	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Game Commission	July 2012	555	83.2%	105	15.7%			2	0.3%	5	0.7%						
	July 2013	567	82.8%	111	16.2%			2	0.3%	5	0.7%						
General Services	July 2012	557	57.5%	211	21.8%			120	12.4%	81	8.4%						
	July 2013	544	58.4%	194	20.8%			117	12.6%	77	8.3%						
Health	July 2012	332	25.0%	804	60.5%			59	4.4%	122	9.2%			4	0.3%	9	0.7%
	July 2013	291	25.1%	701	60.5%			55	4.7%	98	8.5%			3	0.3%	11	0.9%
Historical and Museum Commission	July 2012	111	55.5%	76	38.0%			8	4.0%	4	2.0%			1	0.5%		
	July 2013	107	56.9%	69	36.7%			8	4.3%	4	2.1%						
Insurance	July 2012	114	43.0%	118	44.5%			10	3.8%	21	7.9%			1	0.4%	1	0.4%
	July 2013	100	40.5%	115	46.6%			12	4.9%	20	8.1%						
Labor and Industry	July 2012	1,797	35.3%	2,627	51.6%	2	0.0%	217	4.3%	444	8.7%			4	0.1%	4	0.1%
	July 2013	1,692	35.6%	2,453	51.7%			198	4.2%	405	8.5%						
Liquor Control Board	July 2012	1,475	48.4%	1,009	33.1%			230	7.5%	336	11.0%						
	July 2013	1,484	48.4%	1,007	32.8%			233	7.6%	342	11.1%			1	0.0%	1	0.0%
Military and Veterans Affairs	July 2012	720	35.1%	958	46.7%			113	5.5%	257	12.5%			2	0.1%	1	0.0%
	July 2013	699	35.6%	904	46.1%			113	5.8%	246	12.5%						
Milk Marketing Board	July 2012	19	79.2%	5	20.8%												
	July 2013	19	79.2%	5	20.8%												
Municipal Retirement System	July 2012	9	31.0%	15	51.7%			1	3.4%	4	13.8%						
	July 2013	9	31.0%	14	48.3%			1	3.4%	5	17.2%						
Probation and Parole Board	July 2012	543	47.9%	381	33.6%	1	0.1%	90	7.9%	118	10.4%						
	July 2013	566	48.3%	390	33.3%	1	0.1%	85	7.3%	129	11.0%						
Public School Employees Retirement System	July 2012	121	41.4%	142	48.6%			9	3.1%	20	6.8%						
	July 2013	117	41.1%	132	46.3%			12	4.2%	24	8.4%						

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**Diversity by Agency (3 of 3)**  
**Fiscal Year 2012 - 2013**

*Employment by Agency, Minority Group and Gender*  
*(GAWFR Table 16 - continued)*

Agency	Year	Non-Minority						Minority						Undisclosed			
		Male		Female		Undeclared		Male		Female		Undeclared		Male		Female	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Public Utility Commission	July 2012	225	48.4%	168	36.1%			26	5.6%	46	9.9%						
	July 2013	219	47.2%	168	36.2%			29	6.3%	48	10.3%						
Public Welfare	July 2012	4,411	28.1%	7,999	50.9%	3	0.0%	854	5.4%	2,417	15.4%			4	0.0%	13	0.1%
	July 2013	4,221	27.6%	7,781	50.9%			812	5.3%	2,431	15.9%			7	0.0%	20	0.1%
Revenue	July 2012	811	42.2%	705	36.7%			131	6.8%	275	14.3%					1	0.1%
	July 2013	782	42.3%	679	36.7%			121	6.5%	268	14.5%						
Securities Commission	July 2012	37	50.7%	29	39.7%			3	4.1%	4	5.5%						
	July 2013																
State	July 2012	183	39.3%	218	46.8%			21	4.5%	43	9.2%					1	0.2%
	July 2013	191	40.0%	219	45.9%			21	4.4%	46	9.6%						
State Employees Retirement System	July 2012	58	33.1%	96	54.9%			8	4.6%	13	7.4%						
	July 2013	59	33.7%	95	54.3%			7	4.0%	14	8.0%						
State Police	July 2012	4,394	76.2%	950	16.5%			306	5.3%	120	2.1%						
	July 2013	4,349	75.7%	973	16.9%			309	5.4%	116	2.0%						
State Tax Equalization Board	July 2012	8	57.1%	4	28.6%			0	0.0%	2	14.3%						
	July 2013																
Transportation	July 2012	8,845	77.2%	1,561	13.6%			522	4.6%	493	4.3%			26	0.2%	8	0.1%
	July 2013	8,838	77.3%	1,571	13.7%			519	4.5%	491	4.3%			5	0.0%	3	0.0%
Totals	July 2012	40,164	54.0%	24,141	32.5%	7	0.0%	4,140	5.6%	5,781	7.8%	0	0.0%	55	0.1%	48	0.1%
	July 2013	39,320	54.2%	23,445	32.3%	1	0.0%	4,025	5.5%	5,724	7.9%	1	0.0%	18	0.0%	40	0.1%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission. Effective October 1, 2012, Securities Commission merged with Banking to form Banking and Securities. In addition, effective March 1, 2013, State Tax Equalization Board was absorbed by Community and Economic Development.

COMMENTS: Twenty agencies have as many or more minority and female employees than non-minority males, including the Department of Public Welfare, which is the largest state agency. The Department of Drug and Alcohol Programs has the highest percentage of minority employees of all agencies, accounting for 23.5 percent of their total salaried full-time work force. The Department of Aging has the highest representation of females, comprising 70.5 percent of its total salaried full-time work force.



**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**Employment by Ethnicity**  
**1976 - 2013**

*Changes in Commonwealth Salaried Employment of Minorities*  
1976, 1980, 1985, 1990, 1995, 2000, 2005, 2010, 2013  
*Full-Time Salaried Employees*  
(GAWFR Table 15)

Year	African American						Hispanic				Asian/Hawaiian/Pacific Islander				*American Indian/Alaskan Native			
	Male		Female		Undeclared		Male		Female		Male		Female		Male		Female	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
July 1976	3,963	3.7%	6,997	6.5%	*N/A	*N/A	248	0.3%	184	0.2%	444	0.4%	181	0.2%	*N/A	*N/A	*N/A	*N/A
July 1980	3,956	4.0%	7,045	7.1%	*N/A	*N/A	320	0.3%	277	0.3%	336	0.3%	151	0.2%	*N/A	*N/A	*N/A	*N/A
July 1985	3,409	4.2%	5,746	7.1%	*N/A	*N/A	352	0.4%	279	0.3%	287	0.4%	164	0.2%	*N/A	*N/A	*N/A	*N/A
July 1990	3,355	4.3%	5,399	6.9%	*N/A	*N/A	405	0.5%	333	0.4%	391	0.5%	219	0.3%	*N/A	*N/A	*N/A	*N/A
July 1995	3,617	4.6%	5,301	6.6%	*N/A	*N/A	504	0.6%	441	0.5%	493	0.6%	273	0.3%	*N/A	*N/A	*N/A	*N/A
July 2000	3,354	4.3%	4,839	6.2%	*N/A	*N/A	524	0.7%	509	0.6%	509	0.6%	296	0.4%	*N/A	*N/A	*N/A	*N/A
July 2005	3,144	4.1%	4,698	6.1%	*N/A	*N/A	571	0.7%	631	0.8%	489	0.6%	391	0.5%	61	0.1%	41	0.1%
July 2010	2,953	3.9%	4,595	6.1%	*N/A	*N/A	646	0.9%	780	1.0%	534	0.7%	463	0.6%	63	0.1%	59	0.1%
<b>July 2013</b>	<b>2,743</b>	<b>3.8%</b>	<b>4,351</b>	<b>6.0%</b>	<b>1</b>	<b>0.0%</b>	<b>667</b>	<b>0.9%</b>	<b>807</b>	<b>1.1%</b>	<b>551</b>	<b>0.8%</b>	<b>513</b>	<b>0.7%</b>	<b>64</b>	<b>0.1%</b>	<b>53</b>	<b>0.1%</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. \*For all years prior to 2004, Asian/Hawaiian/Pacific Islander were grouped with American Indian/Alaskan Native in an "Other" category, therefore statistics displayed in the Asian/Hawaiian/Pacific Islander category for years prior to 2004 also include American Indian/Alaskan Native.

COMMENTS: Since 1976 the percentage of minority employees in state government has increased from 11.3 to 13.4 percent.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**Employment by Gender**  
**1976 - 2013**

*Changes in Commonwealth Salaried Employment by Minority Group and Gender*  
1976, 1980, 1985, 1990, 1995, 2000, 2005, 2010, 2013  
*Full-Time Salaried Employees*  
(GAWFR Table 14)

Year	Non-Minority						Minority						Undisclosed				Totals					
	Male		Female		Undeclared		Male		Female		Undeclared		Male		Female		Male		Female		Undeclared	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
July 1976	57,415	53.7%	37,416	35.0%	N/A	N/A	4,655	4.4%	7,362	6.9%	N/A	N/A	4,655	4.4%	7,362	6.9%	62,070	58.1%	44,778	41.9%	N/A	N/A
July 1980	51,476	52.0%	35,343	35.7%	N/A	N/A	4,612	4.7%	7,473	7.6%	N/A	N/A	4,612	4.7%	7,473	7.6%	56,088	56.7%	42,816	43.3%	N/A	N/A
July 1985	42,107	51.8%	28,916	35.6%	N/A	N/A	4,048	5.0%	6,189	7.6%	N/A	N/A	4,048	5.0%	6,189	7.6%	46,155	56.8%	35,105	43.2%	N/A	N/A
July 1990	41,293	52.9%	26,635	34.1%	N/A	N/A	4,151	5.3%	5,951	7.6%	N/A	N/A	4,151	5.3%	5,951	7.6%	45,444	58.2%	32,586	41.8%	N/A	N/A
July 1995	43,020	53.5%	26,801	33.3%	N/A	N/A	4,614	5.7%	6,015	7.5%	N/A	N/A	4,614	5.7%	6,015	7.5%	47,634	59.2%	32,816	40.8%	N/A	N/A
July 2000	43,020	54.7%	25,661	32.6%	N/A	N/A	4,387	5.6%	5,644	7.2%	N/A	N/A	4,387	5.6%	5,644	7.2%	47,407	60.2%	31,305	39.8%	N/A	N/A
July 2005	41,529	54.1%	25,171	32.8%	N/A	N/A	4,265	5.6%	5,761	7.5%	N/A	N/A	4,265	5.6%	5,761	7.5%	45,794	59.7%	30,932	40.3%	N/A	N/A
July 2010	40,861	53.9%	24,924	32.8%	N/A	N/A	4,195	5.5%	5,898	7.8%	N/A	N/A	4,195	5.5%	5,898	7.8%	45,056	59.4%	30,822	40.6%	N/A	N/A
<b>July 2013</b>	<b>39,320</b>	<b>54.2%</b>	<b>23,445</b>	<b>32.3%</b>	<b>1</b>	<b>0.0%</b>	<b>4,025</b>	<b>5.5%</b>	<b>5,724</b>	<b>7.9%</b>	<b>1</b>	<b>0.0%</b>	<b>18</b>	<b>0.0%</b>	<b>40</b>	<b>0.1%</b>	<b>43,363</b>	<b>59.8%</b>	<b>29,209</b>	<b>40.2%</b>	<b>2</b>	<b>0.0%</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Percentage totals may not equal the sum of individual entries because of rounding. 1976 was the first reporting year, and information is then displayed in five year increments ending with the current reporting year.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**

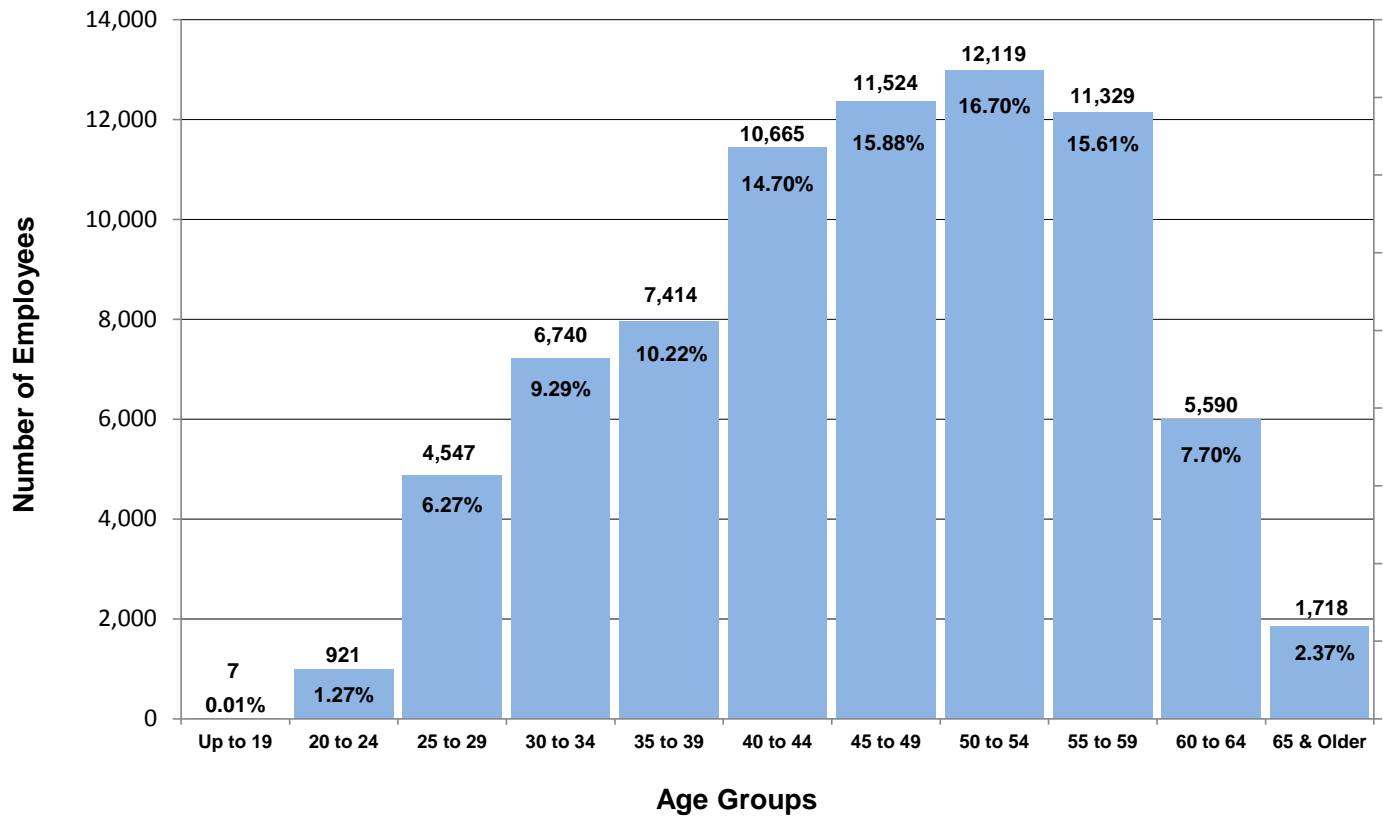
**Age Groups**

**July 2013**

*Age Distribution for Commonwealth Employees*

*July 2013*

*(GAWFR Table 46)*

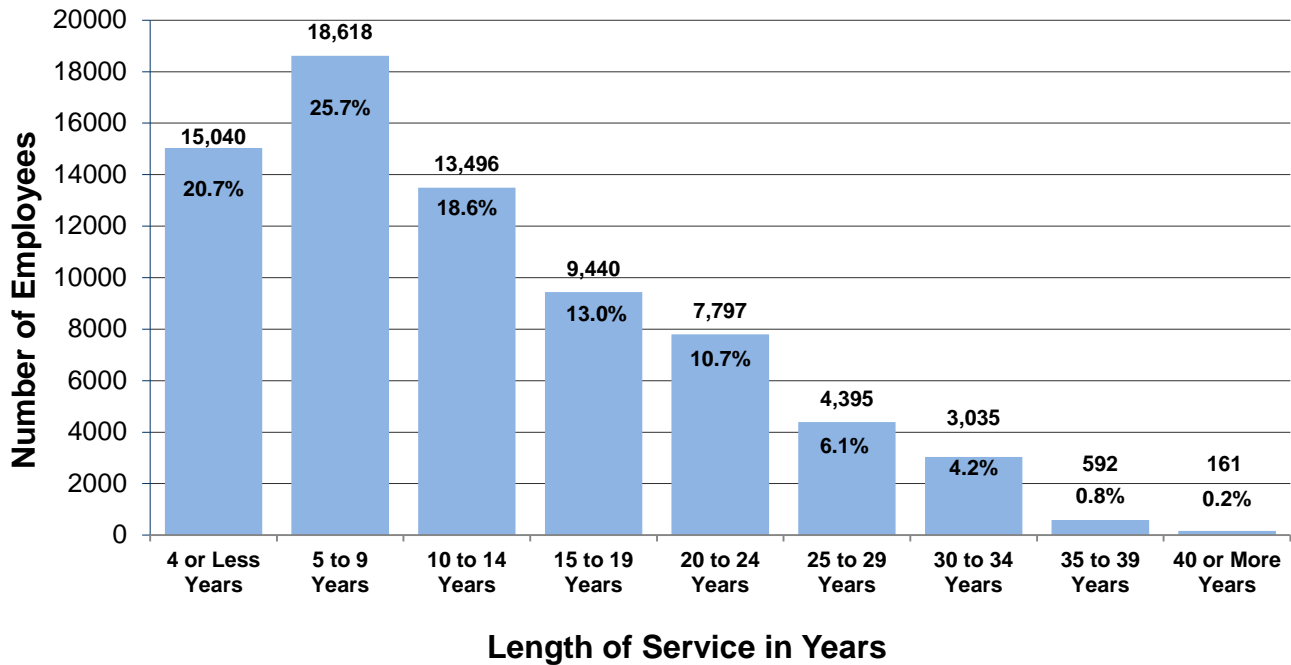


SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**Length of Service**  
**July 2013**

*Length of Service Distribution for Commonwealth Employees*  
*July 2013*  
*(GAWFR Table 47)*



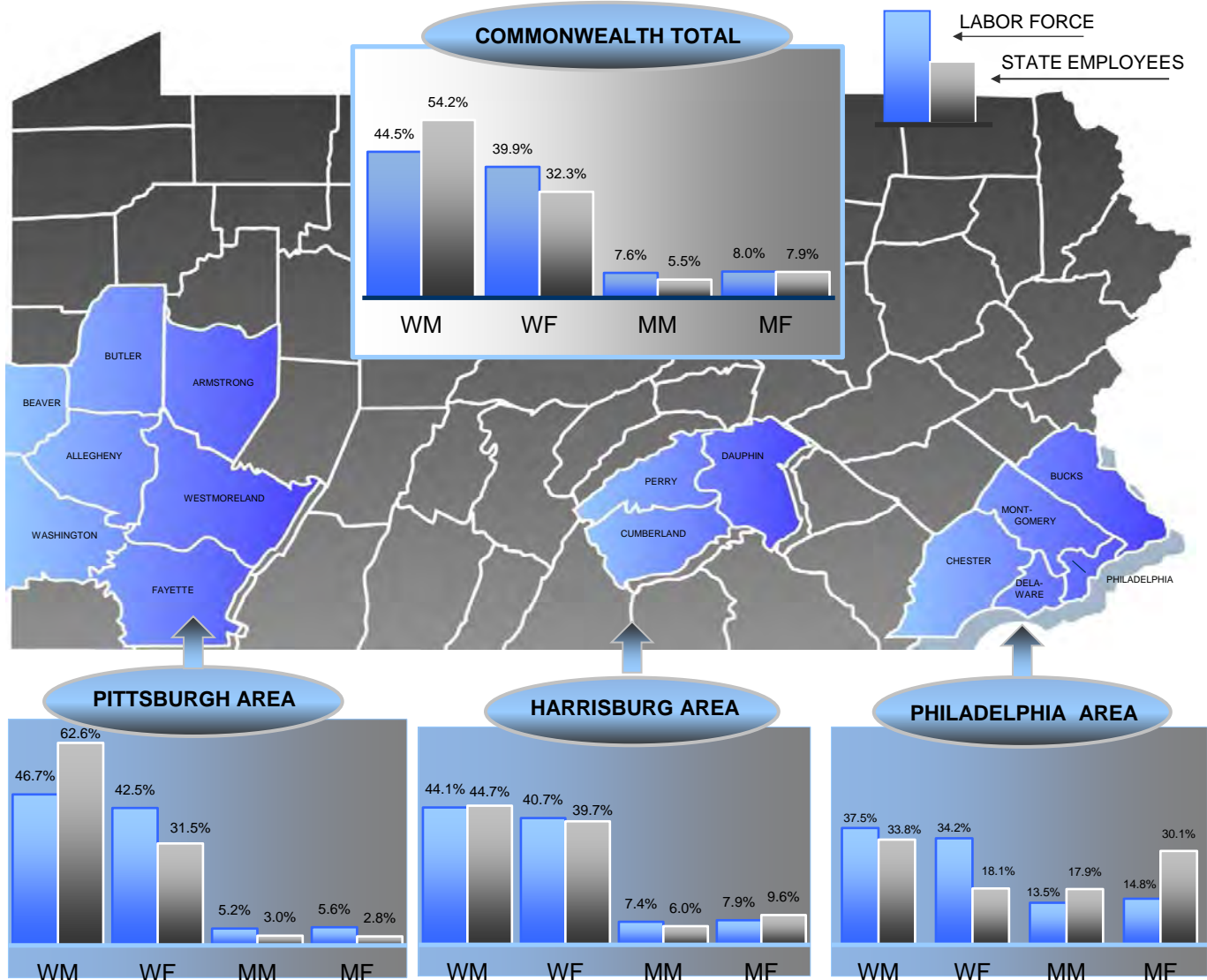
SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Length of service is defined as service credit for leave purposes.

COMMENTS: There were 753 employees with 35 or more years of commonwealth service as of July 2013. The average length of service was 12.3 years, which is consistent with the previous reporting year.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2013**

*Labor Force Compared to State Employment  
 by Minority Group and Gender  
 (GAWFR Table 13)*



SOURCE/NOTE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

State employment includes full-time permanent salaried employees. Data for commonwealth total labor force statistics and each metropolitan statistical area is from 2012, and are the latest available from the U.S. Census Bureau, 2012 American Community Survey. Metropolitan statistical area labor force data is based on 2012 annual average data including all persons employed or seeking employment within the designated areas. Percents may not total due to rounding. Data for state employment is as of June 30, 2013.

COMMENTS: The total representation of minority men and women in the state work force is 13.4 percent, compared to 15.6 percent in the overall state labor force. As compared to the previous reporting year the state work force minority representation has remained consistent.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2013**

*Minority Representation by Agency*  
*(GAWFR Table 17)*

Department	Minorities		Non Minority		Undisclosed		Total Employees
	Number	Percent	Number	Percent	Number	Percent	
Aging	9	10.2%	79	89.8%	0	0.0%	88
Agriculture	49	9.0%	497	91.0%	0	0.0%	546
Banking and Securities	22	10.3%	191	89.7%	0	0.0%	213
Civil Service Commission	13	11.1%	104	88.9%	0	0.0%	117
Community and Economic Development	30	10.4%	259	89.6%	0	0.0%	289
Conservation and Natural Resources	35	2.7%	1,262	97.3%	0	0.0%	1,297
Corrections	1,631	11.0%	13,133	88.9%	1	0.0%	14,765
Drug and Alcohol Programs	16	23.5%	52	76.5%	0	0.0%	68
Education	63	13.5%	402	86.1%	2	0.4%	467
Emergency Management Agency	8	4.9%	154	95.1%	0	0.0%	162
Environmental Protection	199	7.8%	2,352	92.2%	0	0.0%	2,551
Executive Offices	249	14.5%	1,469	85.3%	4	0.2%	1,722
Fish and Boat Commission	3	0.8%	376	99.2%	0	0.0%	379
Game Commission	7	1.0%	678	99.0%	0	0.0%	685
General Services	194	20.8%	738	79.2%	0	0.0%	932
Health	153	13.2%	992	85.6%	14	1.2%	1,159
Historical and Museum Commission	12	6.4%	176	93.6%	0	0.0%	188
Insurance	32	13.0%	215	87.0%	0	0.0%	247
Labor and Industry	603	12.7%	4,145	87.3%	0	0.0%	4,748
Liquor Control Board	575	18.7%	2,491	81.2%	2	0.1%	3,068
Military and Veterans Affairs	359	18.3%	1,603	81.7%	0	0.0%	1,962
Milk Marketing Board	0	0.0%	24	100.0%	0	0.0%	24
Municipal Retirement System	6	20.7%	23	79.3%	0	0.0%	29
Probation and Parole Board	214	18.3%	957	81.7%	0	0.0%	1,171
Public School Employees Retirement System	36	12.6%	249	87.4%	0	0.0%	285
Public Utility Commission	77	16.6%	387	83.4%	0	0.0%	464
Public Welfare	3,243	21.2%	12,002	78.6%	27	0.2%	15,272
Revenue	389	21.0%	1,461	79.0%	0	0.0%	1,850
State	67	14.0%	410	86.0%	0	0.0%	477
State Employees Retirement System	21	12.0%	154	88.0%	0	0.0%	175
State Police	425	7.4%	5,322	92.6%	0	0.0%	5,747
Transportation	1,010	8.8%	10,409	91.1%	8	0.1%	11,427
<b>COMMONWEALTH TOTALS</b>	<b>9,750</b>	<b>13.4%</b>	<b>62,766</b>	<b>86.5%</b>	<b>58</b>	<b>0.1%</b>	<b>72,574</b>

NOTE: Includes full-time permanent salaried employees in the agencies listed above. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission. Effective October 1, 2012, Securities Commission merged with Banking to form Banking and Securities. In addition, effective March 1, 2013, State Tax Equalization Board was absorbed by Community and Economic Development.

COMMENTS: Minorities comprise 13.4 percent of the commonwealth's work force, led by the Department of Drug and Alcohol Programs with 23.5 percent minority representation.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2013**

*Gender Representation by Agency*  
*Full-Time Salaried Employees*  
*(GAWFR Table 18)*

Agency	Females		Males		Undetermined		Total Employees
	Number	Percent	Number	Percent	Number	Percent	
Aging	62	70.5%	26	29.5%			88
Agriculture	219	40.1%	327	59.9%			546
Banking and Securities	111	52.1%	102	47.9%			213
Civil Service Commission	79	67.5%	38	32.5%			117
Community and Economic Development	160	55.4%	129	44.6%			289
Conservation and Natural Resources	327	25.2%	970	74.8%			1,297
Corrections	3,634	24.6%	11,130	75.4%	1	0.0%	14,765
Drug and Alcohol Programs	47	69.1%	21	30.9%			68
Education	318	68.1%	149	31.9%			467
Emergency Management Agency	52	32.1%	110	67.9%			162
Environmental Protection	835	32.7%	1,716	67.3%			2,551
Executive Offices	915	53.1%	807	46.9%			1,722
Fish and Boat Commission	65	17.2%	314	82.8%			379
Game Commission	116	16.9%	569	83.1%			685
General Services	271	29.1%	661	70.9%			932
Health	810	69.9%	349	30.1%			1,159
Historical and Museum Commission	73	38.8%	115	61.2%			188
Insurance	135	54.7%	112	45.3%			247
Labor and Industry	2,858	60.2%	1,890	39.8%			4,748
Liquor Control Board	1,350	44.0%	1,718	56.0%			3,068
Military and Veterans Affairs	1,150	58.6%	812	41.4%			1,962
Milk Marketing Board	5	20.8%	19	79.2%			24
Municipal Retirement System	19	65.5%	10	34.5%			29
Probation and Parole Board	519	44.3%	651	55.6%	1	0.1%	1,171
Public School Employees Retirement System	156	54.7%	129	45.3%			285
Public Utility Commission	216	46.6%	248	53.4%			464
Public Welfare	10,232	67.0%	5,040	33.0%			15,272
Revenue	947	51.2%	903	48.8%			1,850
State	265	55.6%	212	44.4%			477
State Employees Retirement System	109	62.3%	66	37.7%			175
State Police	1,089	18.9%	4,658	81.1%			5,747
Transportation	2,065	18.1%	9,362	81.9%			11,427
<b>COMMONWEALTH TOTALS</b>	<b>29,209</b>	<b>40.2%</b>	<b>43,363</b>	<b>59.8%</b>	<b>2</b>	<b>0.0%</b>	<b>72,574</b>

NOTE: Includes full-time permanent salaried employees in the agencies listed above. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Environmental Hearing Board, and the Pennsylvania Human Relations Commission. Effective October 1, 2012, Securities Commission merged with Banking to form Banking and Securities. In addition, effective March 1, 2013, State Tax Equalization Board was absorbed by Community and Economic Development.

COMMENTS: Males represent over half of all state employees in each of 14 agencies. The Department of Aging employs the largest percentage of female employees (70.5%).



**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2013**

*Job Categories by Race and Gender*  
*1990, 1995, 2000, 2005, 2010, 2013*  
*(GAWFR Table 19)*

		White			African American			Hispanic		Asian/Hawaiian/ Pacific Islander		American Indian/Alaskan Native		Undisclosed		Total Employees
		Male	Female	Undeclared	Male	Female	Undeclared	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Officials and Administrators</b>	1990	2,439	471		138	102		15	7	33	13	*N/A	*N/A			3,218
		75.8%	14.6%		4.3%	3.2%		0.5%	0.2%	1.0%	0.4%	*N/A	*N/A			
	1995	2,465	583		124	104		12	7	43	18	*N/A	*N/A			3,356
		73.5%	17.4%		3.7%	3.1%		0.4%	0.2%	1.3%	0.5%	*N/A	*N/A			
	2000	2,446	741		122	115		15	8	37	20	*N/A	*N/A			3,504
		69.8%	21.1%		3.5%	3.3%		0.4%	0.2%	1.1%	0.6%	*N/A	*N/A			
	2005	6,072	3,398		367	461		50	55	49	40	4	5			10,501
		57.8%	32.4%		3.5%	4.4%		0.5%	0.5%	0.5%	0.4%	0.0%	0.0%			
	2010	5,967	4,111		328	530		68	96	70	52	7	9			11,238
		53.1%	36.6%		2.9%	4.7%		0.6%	0.9%	0.6%	0.5%	0.1%	0.1%			
	<b>2013</b>	<b>5,676</b>	<b>4,005</b>	<b>0</b>	<b>285</b>	<b>507</b>	<b>0</b>	<b>78</b>	<b>89</b>	<b>82</b>	<b>62</b>	<b>2</b>	<b>8</b>	<b>4</b>	<b>9</b>	10,807
		<b>52.5%</b>	<b>37.1%</b>	<b>0.0%</b>	<b>2.6%</b>	<b>4.7%</b>	<b>0.0%</b>	<b>0.7%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.6%</b>	<b>0.0%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.1%</b>	
<b>Professionals</b>	1990	11,252	8,456		849	1,657		112	150	262	124	*N/A	*N/A			22,862
		49.2%	37.0%		3.7%	7.2%		0.5%	0.7%	1.1%	0.5%	*N/A	*N/A			
	1995	12,385	9,110		933	1,654		151	208	318	141	*N/A	*N/A			24,900
		49.7%	36.6%		3.7%	6.6%		0.6%	0.8%	1.3%	0.6%	*N/A	*N/A			
	2000	12,216	9,174		888	1,636		148	241	326	161	*N/A	*N/A			24,790
		49.3%	37.0%		3.6%	6.6%		0.6%	1.0%	1.3%	0.6%	*N/A	*N/A			
	2005	8,379	7,837		598	1,433		127	275	297	206	21	14			19,187
		43.7%	40.8%		3.1%	7.5%		0.7%	1.4%	1.5%	1.1%	0.1%	0.1%			
	2010	7,633	7,881		564	1,493		150	359	295	233	23	19			18,650
		40.9%	42.3%		3.0%	8.0%		0.8%	1.9%	1.6%	1.2%	0.1%	0.1%			
	<b>2013</b>	<b>7,187</b>	<b>7,442</b>	<b>1</b>	<b>537</b>	<b>1,482</b>	<b>1</b>	<b>153</b>	<b>382</b>	<b>289</b>	<b>242</b>	<b>24</b>	<b>19</b>	<b>4</b>	<b>8</b>	17,771
		<b>40.4%</b>	<b>41.9%</b>	<b>0.0%</b>	<b>3.0%</b>	<b>8.3%</b>	<b>0.0%</b>	<b>0.9%</b>	<b>2.1%</b>	<b>1.6%</b>	<b>1.4%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>3.0%</b>	
<b>Technicians</b>	1990	3,943	2,052		186	246		16	12	21	8	*N/A	*N/A			6,484
		60.8%	31.6%		2.9%	3.8%		0.2%	0.2%	0.3%	0.1%	*N/A	*N/A			
	1995	3,725	1,934		187	222		17	14	25	12	*N/A	*N/A			6,136
		60.7%	31.3%		3.0%	3.6%		0.3%	0.2%	0.4%	0.2%	*N/A	*N/A			
	2000	3,329	1,636		152	149		21	16	28	9	*N/A	*N/A			5,340
		62.3%	30.6%		2.8%	2.8%		0.4%	0.3%	0.5%	0.2%	*N/A	*N/A			
	2005	1,206	1,109		44	63		10	4	19	10	2	1			2,468
		57.8%	32.4%		3.5%	4.4%		0.5%	0.5%	0.5%	0.4%	0.0%	0.0%			
	2010	1,119	1,168		38	61		5	6	16	14	3	1			2,431
		46.0%	48.0%		1.6%	2.5%		0.2%	0.2%	0.7%	0.6%	0.1%	0.0%			
	<b>2013</b>	<b>1,046</b>	<b>1,054</b>	<b>0</b>	<b>39</b>	<b>65</b>	<b>0</b>	<b>7</b>	<b>6</b>	<b>15</b>	<b>18</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>4</b>	2,259
		<b>46.3%</b>	<b>46.7%</b>	<b>0.0%</b>	<b>1.7%</b>	<b>2.9%</b>	<b>0.0%</b>	<b>0.3%</b>	<b>0.3%</b>	<b>0.7%</b>	<b>0.8%</b>	<b>0.0%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.2%</b>	
<b>Protective Service Workers</b>	1990	7,780	407		701	126		99	4	28	2	*N/A	*N/A			9,147
		85.1%	4.4%		7.7%	1.4%		1.1%	0.0%	0.3%	0.0%	*N/A	*N/A			
	1995	9,368	560		916	158		146	10	45	3	*N/A	*N/A			11,206
		83.6%	5.0%		8.2%	1.4%		1.3%	0.1%	0.4%	0.0%	*N/A	*N/A			
	2000	10,702	738		1,008	224		168	15	51	7	*N/A	*N/A			12,913
		82.9%	5.7%		7.8%	1.7%		1.3%	0.1%	0.4%	0.1%	*N/A	*N/A			
	2005	10,700	672		885	237		185	16	40	2	18	3			12,758
		83.9%	5.3%		3.5%	4.4%		0.5%	0.5%	0.5%	0.4%	0.0%	0.0%			
	2010	11,596	800		850	281		203	20	50	3	17	2			13,822
		83.9%	5.8%		6.1%	2.0%		1.5%	0.1%	0.4%	0.0%	0.1%	0.0%			
	<b>2013</b>	<b>11,113</b>	<b>799</b>	<b>0</b>	<b>819</b>	<b>266</b>	<b>0</b>	<b>219</b>	<b>32</b>	<b>53</b>	<b>3</b>	<b>18</b>	<b>2</b>	<b>0</b>	<b>0</b>	13,324
		<b>83.4%</b>	<b>6.0%</b>	<b>0.0%</b>	<b>6.1%</b>	<b>2.0%</b>	<b>0.0%</b>	<b>1.6%</b>	<b>0.2%</b>	<b>0.4%</b>	<b>0.0%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2013**

*Job Categories by Race and Gender*  
1990, 1995, 2000, 2005, 2010, 2013  
(GAWFR Table 19 - continued)

		White			African American		Hispanic		Asian/Hawaiian/ Pacific Islander		American Indian/Alaskan Native		Undisclosed		Total Employees
		Male	Female	Undeclared	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Para- professionals	1990	84	183		25	24	0	0	0	2	*N/A	*N/A			318
		26.4%	57.5%		7.9%	7.5%	0.0%	0.0%	0.0%	0.6%	*N/A	*N/A			
	1995	92	211		17	32	0	2	1	3	*N/A	*N/A			358
		25.7%	58.9%		4.7%	8.9%	0.0%	0.6%	0.3%	0.8%	*N/A	*N/A			
	2000	71	228		15	25	1	1	0	2	*N/A	*N/A			343
		20.7%	66.5%		4.4%	7.3%	0.3%	0.3%	0.0%	0.6%	*N/A	*N/A			
	2005	1,215	323		139	72	20	4	4	2	0	0			1,779
		68.3%	18.2%		7.8%	4.0%	1.1%	0.2%	0.2%	0.1%	0.0%	0.0%			
	2010	1,260	401		150	95	26	7	4	2	1	4			1,950
		64.6%	20.6%		7.7%	4.9%	1.3%	0.4%	0.2%	0.1%	0.1%	0.2%			
	2013	897	266	0	84	63	26	9	5	1	2	3	0	0	1,356
		66.2%	19.6%	0.0%	6.2%	4.6%	1.9%	0.7%	0.4%	0.1%	0.1%	0.2%	0.0%	0.0%	
Office and Clerical	1990	3,492	10,555		513	2,199	40	127	15	51	*N/A	*N/A			16,992
		20.6%	62.1%		3.0%	12.9%	0.2%	0.7%	0.1%	0.3%	*N/A	*N/A			
	1995	3,437	10,220		499	2,293	44	158	29	74	*N/A	*N/A			16,754
		20.5%	61.0%		3.0%	13.7%	0.3%	0.9%	0.2%	0.4%	*N/A	*N/A			
	2000	3,217	9,707		500	2,147	51	188	40	77	*N/A	*N/A			15,927
		20.2%	60.9%		3.1%	13.5%	0.3%	1.2%	0.3%	0.5%	*N/A	*N/A			
	2005	2,654	8,487		410	1,951	66	232	53	112	5	15			13,985
		19.0%	60.7%		2.9%	14.0%	0.5%	1.7%	0.4%	0.8%	0.0%	0.1%			
	2010	2,439	7,377		393	1,685	71	223	65	133	3	15			12,404
		19.7%	59.5%		3.2%	13.6%	0.6%	1.8%	0.5%	1.1%	0.0%	0.1%			
	2013	2,572	6,771	0	374	1,570	71	234	64	163	3	12	3	11	11,848
		21.7%	57.1%	0.0%	3.2%	13.3%	0.6%	2.0%	0.5%	1.4%	0.0%	0.1%	0.0%	0.1%	
Skilled Craft Workers	1990	6,888	179		254	23	56	1	18	1	*N/A	*N/A			7,420
		92.8%	2.4%		3.4%	0.3%	0.8%	0.0%	0.2%	0.0%	*N/A	*N/A			
	1995	6,685	197		266	16	69	2	16	1	*N/A	*N/A			7,252
		92.2%	2.7%		3.7%	0.2%	1.0%	0.0%	0.2%	0.0%	*N/A	*N/A			
	2000	6,738	214		233	19	68	3	14	1	*N/A	*N/A			7,290
		92.4%	2.9%		3.2%	0.3%	0.9%	0.0%	0.2%	0.0%	*N/A	*N/A			
	2005	4,219	75		127	5	28	0	9	1	3	0			4,467
		94.4%	1.7%		2.8%	0.1%	0.6%	0.0%	0.2%	0.0%	0.1%	0.0%			
	2010	4,318	89		122	7	32	0	10	2	5	0			4,585
		94.2%	1.9%		2.7%	0.2%	0.7%	0.0%	0.2%	0.0%	0.1%	0.0%			
	2013	4,091	83	0	105	5	29	0	14	1	6	0	2	0	4,336
		94.3%	1.9%	0.0%	2.4%	0.1%	0.7%	0.0%	0.3%	0.0%	0.1%	0.0%	0.0%	0.0%	
Service- Maintenance	1990	5,415	4,332		689	1,022	67	32	14	18	*N/A	*N/A			11,589
		46.8%	37.4%		5.9%	8.8%	0.6%	0.3%	0.1%	0.2%	*N/A	*N/A			
	1995	4,863	3,986		675	822	65	40	16	21	*N/A	*N/A			10,488
		46.4%	38.0%		6.4%	7.8%	0.6%	0.4%	0.2%	0.2%	*N/A	*N/A			
	2000	4,301	3,223		436	524	52	37	13	19	*N/A	*N/A			8,605
		50.0%	37.5%		5.1%	6.1%	0.6%	0.4%	0.2%	0.2%	*N/A	*N/A			
	2005	7,084	3,270		574	476	85	45	18	18	8	3			11,581
		61.2%	28.2%		5.0%	4.1%	0.7%	0.4%	0.2%	0.2%	0.1%	0.0%			
	2010	6,530	3,096		508	443	91	69	24	24	6	7			10,798
		60.5%	28.7%		4.7%	4.1%	0.8%	0.6%	0.2%	0.2%	0.1%	0.1%			
	2013	6,738	3,025	0	500	393	84	55	29	23	9	6	3	8	10,873
		62.0%	27.8%	0.0%	4.6%	3.6%	0.8%	0.5%	0.3%	0.2%	0.1%	0.1%	0.0%	0.1%	

NOTE: Includes full-time permanent salaried employees. Percentages are based on the total number of employees within each job category for each year. \*For years prior to 2003-2004, Asian/Hawaiian/Pacific Islander were grouped with American Indian/Alaskan Native in an "Other" category, therefore statistics displayed in the Asian/Hawaiian/Pacific Islander category for years prior to 2004 also include American Indian/Alaskan Native.

COMMENTS: The above table shows employment by race and sex for the eight standardized U.S. Equal Employment Opportunity Commission (EEOC) job categories.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2013**

*Appointments, Separations and Promotions  
by Ethnicity and Gender  
(GAWFR Table 21)*

Percent of Total Appointments					
Ethnicity/Gender	1998-1999	2003-04	2008-2009	2011-2012	2012-2013
White Male	49.5%	47.3%	47.0%	50.4%	46.6%
White Female	30.5%	34.8%	32.4%	32.4%	30.8%
White Undisclosed	0.0%	0.0%	0.0%	0.0%	0.0%
African American Male	7.2%	4.6%	6.7%	4.6%	4.2%
African American Female	9.2%	8.8%	8.3%	5.7%	6.8%
Hispanic Male	0.9%	1.3%	1.6%	1.8%	1.5%
Hispanic Female	1.3%	1.6%	1.2%	1.3%	1.6%
Asian/Hawaiian/Pacific Islander Male	*0.9%	0.8%	1.2%	0.8%	0.8%
Asian/Hawaiian/Pacific Islander Female	*0.5%	0.8%	1.3%	0.7%	0.9%
American Indian/Alaskan Native Male	*N/A	0.1%	0.2%	0.1%	0.2%
American Indian/Alaskan Native Female	*N/A	0.0%	0.0%	0.0%	0.0%
Undeclared Male	**N/A	**N/A	**N/A	1.2%	3.9%
Undeclared Female	**N/A	**N/A	**N/A	0.9%	2.8%

Percent of Total Separations					
Ethnicity/Gender	1998-1999	2003-04	2008-09	2011-2012	2012-2013
White Male	49.7%	50.3%	47.8%	50.8%	49.5%
White Female	33.9%	35.7%	34.2%	33.4%	35.4%
White Undisclosed	0.0%	0.0%	0.0%	0.0%	0.0%
African American Male	5.5%	4.6%	6.1%	4.9%	5.3%
African American Female	8.6%	7.2%	8.4%	7.2%	5.9%
Hispanic Male	0.7%	0.8%	1.1%	1.3%	1.1%
Hispanic Female	0.6%	0.6%	0.9%	1.2%	1.0%
Asian/Hawaiian/Pacific Islander Male	*0.6%	0.2%	0.6%	0.6%	0.5%
Asian/Hawaiian/Pacific Islander Female	*0.3%	0.7%	0.6%	0.4%	0.6%
American Indian/Alaskan Native Male	*N/A	0.0%	0.1%	0.1%	0.1%
American Indian/Alaskan Native Female	*N/A	0.0%	0.1%	0.1%	0.1%
Undeclared Male	**N/A	**N/A	**N/A	0.0%	0.3%
Undeclared Female	**N/A	**N/A	**N/A	0.1%	0.3%

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2013**

*Appointments, Separations and Promotions  
by Ethnicity and Gender  
(GAWFR Table 21 - continued)*

Percent of Total Promotions					
Ethnicity/Gender	1998-1999	2003-04	2008-09	2011-2012	2012-2013
White Male	54.9%	51.8%	55.4%	51.5%	51.7%
White Female	31.8%	35.1%	30.7%	34.9%	33.5%
White Undisclosed	0.0%	0.0%	0.0%	0.0%	0.0%
African American Male	5.0%	3.7%	3.9%	3.7%	3.8%
African American Female	5.3%	6.9%	6.1%	5.9%	5.7%
Hispanic Male	0.9%	0.8%	0.9%	0.7%	1.2%
Hispanic Female	0.5%	0.7%	1.0%	1.0%	1.1%
Asian/Hawaiian/Pacific Islander Male	*1.0%	0.6%	1.0%	1.0%	0.8%
Asian/Hawaiian/Pacific Islander Female	*0.5%	0.6%	0.7%	1.1%	1.1%
American Indian/Alaskan Native Male	*N/A	0.1%	0.1%	0.1%	0.1%
American Indian/Alaskan Native Female	*N/A	0.0%	0.1%	0.1%	0.1%
Undeclared Male	**N/A	**N/A	**N/A	0.0%	0.5%
Undeclared Female	**N/A	**N/A	**N/A	0.1%	0.5%

NOTE: Includes full-time permanent salaried employees. Table displays data in five year increments beginning with 1998-99 along with the two most recent fiscal years. Separations include retirements, resignations, deaths, and furloughs but exclude returns from furlough.

\*For years prior to 2003-2004, Asian/Hawaiian/Pacific Islander were grouped with American Indian/Alaskan Native in an "Other" category, therefore statistics displayed in the Asian/Hawaiian/Pacific Islander category for years prior to 2004 also include American Indian/Alaskan Native.

\*\*Reporting of undeclared gender began in fiscal year 2010-2011.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2013**

*Age and Length of Service by Union*  
*Full-Time Salaried Employees*  
*(GAWFR Table 25)*

Union	Mean Age	Mean Length of Service
AFSCME (Master Agreement/Memorandum)	47*	12*
-Clerical, Administrative, and Fiscal units	48	12
-Maintenance and Trades units	49	12
-Human Services units	46	11
-Other AFSCME units	46	12
<i>*Average for all employees in the four categories</i>		
PSCOA (corrections officers)	43	10
SEIU Local 668 (social workers)	46	11
PSTA (state police)	40	13
SEIU Healthcare PA (nurses, non-supervisory)	49	11
UFCW (liquor store clerks)	48	9
ISSU (liquor store managers)	48	15
CIVEA (corrections education teachers)	48	12
FOSCEP (educational and cultural)	51	12
OPEIU (nurse supervisors)	52	17
UGSOA (security officers)	48	11
PDA (physicians)	60	12
FOP (conservation officers)	45	14
FOP (capitol police)	44	10
PLEA (liquor enforcement officers)	37	7
PSRA (DCNR rangers)	45	12
SEIU Local 668 (unemployment compensation referees)	52	18
PSEA (non-tenured teachers)	49	12
CBA (PUC attorneys)	46	14
ALES (liquor law enforcement officers 3)	47	20
Non-Union Employees	46	17
Management Employees	48	16
<b>COMMONWEALTH AVERAGE</b>	<b>47</b>	<b>13</b>

NOTE: Includes full-time permanent salaried employees. Data includes both rank-and-file and supervisory units unless otherwise noted.

COMMENTS: PLEA-represented employees (liquor enforcement) have the youngest mean age (37), while PDA (physicians) have the oldest (60). ALES (liquor law enforcement officers) has the highest mean length of service of unionized employees (20 years). PLEA has the lowest mean length of service (7 years).

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
July 2013

*Minority Group and Gender of Employees by Union*  
*Full-Time Salaried Employees*  
(GAWFR Table 26)

Union		White	African American	Hispanic	Asian/Hawaiian/Pacific Islander	American Indian/Alaskan Native	Undisclosed
AFSCME (Master Agreement/Memorandum)*	Male	15,735 * 50.6% *	942 * 3.0% *	209 * 0.7% *	231 * 0.7% *	25 * 0.1% *	13 * 0.0% *
	Female	11,385 36.6%	1,937 6.2%	293 0.9%	268 0.9%	23 0.1%	23 0.1%
-Clerical, Administrative and Fiscal units	Male	1,247 14.7%	211 2.5%	39 0.5%	50 0.6%	2 0.0%	3 0.0%
	Female	5,340 62.9%	1,243 14.7%	183 2.2%	149 1.8%	8 0.1%	9 0.1%
-Maintenance and Trades units	Male	7,223 93.3%	237 3.1%	70 0.9%	17 0.2%	8 0.1%	3 0.0%
	Female	172 2.2%	9 0.1%	3 0.0%	1 0.0%	1 0.0%	0.0%
-Human Services units	Male	1,516 28.0%	221 4.1%	30 0.6%	14 0.3%	2 0.0%	3 0.1%
	Female	3,166 58.5%	360 6.7%	50 0.9%	29 0.5%	7 0.1%	12 0.2%
-Other AFSCME units	Male	5,749 60.9%	273 2.9%	70 0.7%	150 1.6%	13 0.1%	4 0.0%
*Average for employees in the four categories	Female	2,707 28.7%	325 3.4%	57 0.6%	89 0.9%	7 0.1%	2 0.0%
PSCOA (corrections officers)	Male	7,894 78.5%	765 7.6%	155 1.5%	24 0.2%	14 0.1%	0.0%
	Female	842 8.4%	323 3.2%	33 0.3%	4 0.0%	1 0.0%	0.0%
SEIU Local 668 (social workers)	Male	2,398 27.4%	338 3.9%	114 1.3%	49 0.6%	6 0.1%	1 0.0%
	Female	4,194 47.9%	1,221 13.9%	352 4.0%	67 0.8%	14 0.2%	4 0.0%
PSTA (state police)	Male	3,662 88.9%	147 3.6%	66 1.6%	32 0.8%	6 0.1%	0.0%
	Female	190 4.6%	9 0.2%	4 0.1%	1 0.0%	1 0.0%	0.0%
SEIU Healthcare PA (nurses, non-supervisory)	Male	286 24.4%	8 0.7%	0.0%	10 0.9%	2 0.2%	0.0%
	Female	794 67.6%	41 3.5%	3 0.3%	27 2.3%	1 0.1%	2 0.2%
UFCW (liquor store clerks)	Male	712 47.8%	107 7.2%	13 0.9%	10 0.7%	0.0%	0.0%
	Female	446 29.9%	184 12.3%	14 0.9%	4 0.3%	1 0.1%	0.0%
ISSU (liquor store managers)	Male	333 46.8%	35 4.9%	8 1.1%	5 0.7%	0.0%	0.0%
	Female	268 37.6%	57 8.0%	4 0.6%	2 0.3%	0.0%	0.0%
CIVEA (corrections education teachers)	Male	246 70.1%	13 3.7%	0.0%	2 0.6%	1 0.3%	0.0%
	Female	80 22.8%	7 2.0%	1 0.3%	0.0%	0.0%	0.0%
	Undeclared	0.0%	1 0.3%	0.0%	0.0%	0.0%	0.0%
FOSCEP (educational and cultural)	Male	120 39.5%	4 1.3%	0.0%	1 0.3%	0.0%	0.0%
	Female	161 53.0%	8 2.6%	5 1.6%	5 1.6%	0.0%	0.0%

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
July 2013

*Minority Group and Gender of Employees by Union  
Full-Time Salaried Employees  
(GAWFR Table 26 - continued)*

Union		White		African American		Hispanic		Asian/Hawaiian /Pacific Islander		American Indian/Alaska n Native		Undisclosed	
OPEIU (nurse supervisors)	Male	59	25.9%	5	2.2%		0.0%		0.0%		0.0%		0.0%
	Female	156	68.4%	4	1.8%	1	0.4%	3	1.3%		0.0%		0.0%
UGSOA (security officers)	Male	122	71.8%	20	11.8%	4	2.4%	1	0.6%		0.0%		0.0%
	Female	21	12.4%	1	0.6%		0.0%		0.0%	1	0.6%		0.0%
PDA (physicians)	Male	82	51.6%	5	3.1%	3	1.9%	23	14.5%		0.0%		0.0%
	Female	28	17.6%	4	2.5%	1	0.6%	12	7.5%	1	0.6%		0.0%
FOP (conservation officers)	Male	255	96.2%		0.0%		0.0%		0.0%		0.0%		0.0%
	Female	10	3.8%		0.0%		0.0%		0.0%		0.0%		0.0%
FOP (capitol police)	Male	72	80.9%	7	7.9%	1	1.1%	1	1.1%		0.0%		0.0%
	Female	7	7.9%	1	1.1%		0.0%		0.0%		0.0%		0.0%
All Other Unions**	Male	250	70.6%	18	5.1%	3	0.8%	2	0.6%		0.0%		0.0%
	Female	69	19.5%	9	2.5%	2	0.6%	1	0.3%		0.0%		0.0%
Non-Union Employees	Male	463	70.7%	13	2.0%	3	0.5%	15	2.3%	2	0.3%		0.0%
	Female	145	22.1%	11	1.7%	1	0.2%	2	0.3%		0.0%		0.0%
Management Employees	Male	6,631	52.6%	316	2.5%	88	0.7%	145	1.2%	8	0.1%	4	0.0%
	Female	4,649	36.9%	534	4.2%	93	0.7%	117	0.9%	10	0.1%	11	0.1%
	Undeclared	1	0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
<b>COMMONWEALTH TOTAL</b>		<b>62,766</b>	<b>1</b>	<b>7,095</b>	<b>0</b>	<b>1,474</b>	<b>0</b>	<b>1,064</b>	<b>0</b>	<b>117</b>	<b>0</b>	<b>58</b>	<b>0</b>

NOTE: Includes full-time permanent salaried employees. \*\*Unions with less than 100 represented employees are grouped in "All Other Unions."

COMMENTS: Significant differences exist in the male/female ratio among bargaining units. The AFSCME clerical, administrative, and fiscal and human services units are primarily female, while the majority of maintenance and trades employees are male. In addition, the majority of SEIU Local 668 (social workers), SEIU Healthcare PA, and OPEIU represented employees are female, while PCSOA (corrections officers), PSTA (state police), UGSOA (security officers) and FOP (conservation officers) are primarily male.



**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2013**

*Age and Length of Service for All Commonwealth Employees*  
*(GAWFR Table 48)*

**Mean Age: 46      Mean Length of Service: 12**

Length of Service	Less than 5 years		5 to less than 10 years		10 to less than 15 years		15 to less than 20 years		20 to less than 25 years		25 to less than 30 years		30 years & above		TOTAL	
Age Group	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
34 & Below	6,330	8.7%	4,951	6.8%	905	1.2%	29	0.0%	0	0.0%	0	0.0%	0	0.0%	12,215	16.9%
35 to 44	3,428	4.7%	5,353	7.4%	4,889	6.7%	3,080	4.2%	1,255	1.7%	74	0.1%	0	0.0%	18,079	26.1%
45 to 54	3,086	4.3%	4,513	6.2%	4,124	5.7%	3,724	5.1%	4,276	5.9%	2,570	3.5%	1,350	1.9%	23,643	33.4%
55 to 59	1,310	1.8%	2,027	2.8%	1,936	2.7%	1,473	2.0%	1,577	2.2%	1,298	1.8%	1,708	2.4%	11,329	15.3%
60 & Above	886	1.2%	1,774	2.4%	1,642	2.3%	1,134	1.6%	689	0.9%	453	0.6%	730	1.0%	7,308	8.3%
<b>Total</b>	<b>15,040</b>	<b>20.7%</b>	<b>18,618</b>	<b>25.7%</b>	<b>13,496</b>	<b>18.6%</b>	<b>9,440</b>	<b>13.0%</b>	<b>7,797</b>	<b>10.7%</b>	<b>4,395</b>	<b>6.1%</b>	<b>3,788</b>	<b>5.2%</b>	<b>72,574</b>	<b>100.0%</b>

NOTE: Includes all full-time permanent salaried employees. Figures may not total 100% due to rounding.

COMMENTS: In July 2013, more salaried employees (18,618) had 5 to less than 10 years of service than any other service group, and more employees (23,643) were age 45 to 54 than any other age group. The mean age (46) and length of service (12) for commonwealth employees were the same as the previous year.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2013**

*Average Age of New Hires for All Agencies  
(GAWFR Table 49)*

Agency	Mean Age	Mean Age of New Hire
Aging	50	38
Agriculture	48	34
Banking and Securities	47	35
Civil Service Commission	47	52
Community & Economic Development	47	41
Conservation & Natural Resources	48	41
Corrections	44	35
Department of Military/Veterans Affairs	48	42
Drug and Alcohol Programs	46	41
Education	51	46
Emergency Management Agency	50	43
Environmental Protection	47	38
Executive Offices	48	36
Fish and Boat Commission	46	51
Game Commission	45	31
General Services	49	40
Health	50	39
Historical & Museum Commission	49	38
Insurance	50	41
Labor & Industry	49	39
Liquor Control Board	48	42
Milk Marketing Board	53	52
Municipal Retirement Board	46	38
Probation and Parole Board	44	35
Pensions	47	41
Public Utility Commission	48	46
Public Welfare	47	39
Revenue	47	37
State	49	43
State Employee Retirement System	47	42
State Police	41	33
Transportation	47	40
<b>COMMONWEALTH AVERAGE</b>	<b>46</b>	<b>38</b>

NOTE: Includes all full-time permanent salaried employees. Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure and Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission in this table. Effective October 1, 2012, Securities Commission merged with Banking to form Banking and Securities. In addition, effective March 1, 2013, State Tax Equalization Board was absorbed by Community and Economic Development. Data as of July 1 of each year.

COMMENTS: The Game Commission had the lowest average age of new hires (31) for fiscal year 2012-2013.

**STATE GOVERNMENT WORKFORCE STATISTICS - Demographics**  
**July 2013**

*Average Age and Length of Service for All Agencies*  
*(GAWFR Table 50)*

Agency	Mean Age	Mean LOS
Aging	50	16
Agriculture	48	12
Banking and Securities	47	12
Civil Service Commission	47	15
Community and Economic Development	47	12
Conservation and Natural Resources	48	14
Corrections	44	11
Drug and Alcohol Programs	46	11
Education	51	13
Emergency Management Agency	50	10
Environmental Protection	47	15
Executive Offices	48	13
Fish and Boat Commission	46	14
Game Commission	45	14
General Services	49	14
Health	50	13
Historical and Museum Commission	49	15
Insurance	50	13
Labor and Industry	49	12
Liquor Control Board	48	12
Military and Veterans Affairs	48	10
Milk Marketing Board	53	13
Municipal Retirement System	46	13
Probation and Parole Board	44	12
Public School Employees Retirement System	47	14
Public Utility Commission	48	14
Public Welfare	47	12
Revenue	47	13
State	49	10
State Employees Retirement System	47	14
State Police	41	13
Transportation	47	13
<b>COMMONWEALTH AVERAGE</b>	<b>46</b>	<b>12</b>

NOTE: Includes all full-time permanent salaried employees. Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure and Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission in this table. Data as of July 1 of each year.

COMMENTS: Of all listed agencies, employees at the Milk Marketing Board held the oldest mean age (53), while State Police held the youngest (41). Aging holds the highest mean length of service (16).

**STATE GOVERNMENT WORKFORCE STATISTICS - Geography**  
**Employees per 10K Residents**

*Rank Order of All States by Ratio of State Employment to State Population  
including employees not under the Governor's jurisdiction  
(GAWFR Table 10 and 11)*

State	Rank	Emps/10 K
HI Hawaii	1	524
AK Alaska	2	413
ND North Dakota	3	354
DE Delaware	4	341
WY Wyoming	5	277
MT Montana	6	267
NM New Mexico	7	264
WV West Virginia	8	261
VT Vermont	9	253
AR Arkansas	10	248
UT Utah	11	246
OK Oklahoma	12	228
AL Alabama	13	226
RI Rhode Island	14	226
SD South Dakota	15	226
WA Washington	16	224
KY Kentucky	17	221
LA Louisiana	18	217
MS Mississippi	19	217
IA Iowa	20	217
ME Maine	21	215
CT Connecticut	22	214
OR Oregon	23	212
NE Nebraska	24	200
NH New Hampshire	25	199

State	Rank	Emps/10 K
VA Virginia	26	195
NJ New Jersey	27	194
SC South Carolina	28	191
CO Colorado	29	191
KS Kansas	30	190
MI Michigan	31	188
MN Minnesota	32	185
NC North Carolina	33	183
WI Wisconsin	34	181
IN Indiana	35	181
ID Idaho	36	178
MA Massachusetts	37	172
MO Missouri	38	169
TN Tennessee	39	161
OH Ohio	40	161
GA Georgia	41	156
MD Maryland	42	156
PA Pennsylvania	43	149
NY New York	44	143
TX Texas	45	140
AZ Arizona	46	130
CA California	47	129
NV Nevada	48	126
IL Illinois	49	123
FL Florida	50	111

**National Average    169**  
**Pennsylvania        149**

SOURCE: "2011 Annual Survey of Public Employment and Payroll", U.S. Census Bureau, as of March 2011 and "Annual Estimates of the Population for the United States, Regions, States, and Puerto Rico", U.S. Census Bureau, Population Division, as of July 1, 2012.

NOTE: State Government data includes full-time and part-time, salaried and wage employees. Pennsylvania figures include Penn State University but exclude Pittsburgh, Temple, and Lincoln Universities.

COMMENTS: Pennsylvania has 149 state employees per 10,000 residents, one of the lowest rates in the nation ranking forty-third out of the fifty states. The national average is 169.

**STATE GOVERNMENT WORKFORCE STATISTICS - Geography**  
**Employees Average Salary**  
**March 2011**

*Average Annual Salary of All State Employees  
including employees not under the Governor's jurisdiction  
(GAWFR Table 12)*

State	Rank	Salary
CA California	1	73,928
NJ New Jersey	2	71,159
CT Connecticut	3	70,388
NY New York	4	68,145
IA Iowa	5	67,310
RI Rhode Island	6	65,796
MN Minnesota	7	65,246
IL Illinois	8	65,179
AK Alaska	9	63,739
MI Michigan	10	63,650
MA Massachusetts	11	61,316
WA Washington	12	61,028
OH Ohio	13	60,583
CO Colorado	14	60,525
WI Wisconsin	15	60,039
NV Nevada	16	58,272
MD Maryland	17	56,434
PA Pennsylvania	18	56,240
NH New Hampshire	19	55,803
OR Oregon	20	55,469
VT Vermont	21	55,304
ID Idaho	22	54,121
UT Utah	23	53,250
AZ Arizona	24	53,211
TX Texas	25	52,705

State	Rank	Salary
VA Virginia	26	52,481
LA Louisiana	27	51,754
ND North Dakota	28	51,063
WY Wyoming	29	50,973
DE Delaware	30	50,887
KS Kansas	31	50,741
AL Alabama	32	50,063
IN Indiana	33	49,893
ME Maine	34	49,875
MT Montana	35	49,516
NE Nebraska	36	49,505
HI Hawaii	37	48,286
SD South Dakota	38	47,650
NC North Carolina	39	47,560
NM New Mexico	40	47,527
AR Arkansas	41	47,277
OK Oklahoma	42	46,962
GA Georgia	43	46,883
FL Florida	44	46,595
KY Kentucky	45	46,401
SC South Carolina	46	45,592
TN Tennessee	47	44,620
MS Mississippi	48	44,281
WV West Virginia	49	43,421
MO Missouri	50	42,588

**National Average    \$56,825**  
**Pennsylvania        \$56,240\***

SOURCE: "State Government Employment and Payroll", U.S. Department of Commerce, Census Bureau. March 2011 data is the latest available.

NOTE: \*Pennsylvania's average salary includes all full-time state employees, including those not under the Governor's jurisdiction. This includes Attorney General, Treasury, Auditor General, Turnpike Commission, Legislative and Judicial Branches, State Universities, and the state-related universities of Penn State, Pittsburgh, Temple, and Lincoln which are reported and averaged together by the Census Bureau.

**STATE GOVERNMENT WORKFORCE STATISTICS - Geography**  
**Employees by County**  
**July 2013**

*Salaried Employees by Headquarters and Voting County*  
*(GAWFR Table 51)*

County	Employment	Residence
Adams	169	384
Allegheny	3,805	3,118
Armstrong	227	396
Beaver	313	455
Bedford	264	423
Berks	1,651	1,723
Blair	1,308	1,470
Bradford	224	237
Bucks	678	878
Butler	397	574
Cambria	1,418	2,460
Cameron	105	69
Carbon	216	349
Centre	1,669	985
Chester	871	854
Clarion	210	395
Clearfield	1,323	1,281
Clinton	195	400
Columbia	194	556
Crawford	804	913
Cumberland	1,678	4,494
Dauphin	16,023	7,597
Delaware	1,012	1,126
Elk	144	204
Erie	1,642	1,537
Fayette	1,346	1,166
Forest	685	189
Franklin	622	661
Fulton	135	119
Greene	885	588
Huntingdon	1,384	938
Indiana	1,042	934
Jefferson	271	424
Juniata	99	477
Lackawanna	1,954	2,096
Lancaster	845	1,602
Lawrence	335	475
Lebanon	583	985
Lehigh	1,066	880
Luzerne	2,749	3,130

**STATE GOVERNMENT WORKFORCE STATISTICS - Geography**  
**Employees by County (continued)**  
**July 2013**

*Salaried Employees by Headquarters and Voting County*  
*(GAWFR Table 51)*

County	Employment	Residence
Lycoming	1,456	1,204
Mckean	149	234
Mercer	796	834
Mifflin	111	475
Monroe	379	351
Montgomery	3,352	2,076
Montour	629	250
Northampton	377	572
Northumberland	790	1,482
Perry	375	1,119
Philadelphia	3,233	3,513
Pike	163	135
Potter	167	167
Schuylkill	1,358	1,886
Snyder	928	766
Somerset	1,418	1,100
Sullivan	106	79
Susquehanna	175	295
Tioga	238	239
Union	99	325
Venango	1,263	1,106
Warren	584	606
Washington	534	1,048
Wayne	820	403
Westmoreland	1,853	2,061
Wyoming	110	198
York	569	2,260
Outside PA	1	248
<b>Total</b>	<b>72,574</b>	<b>72,574</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

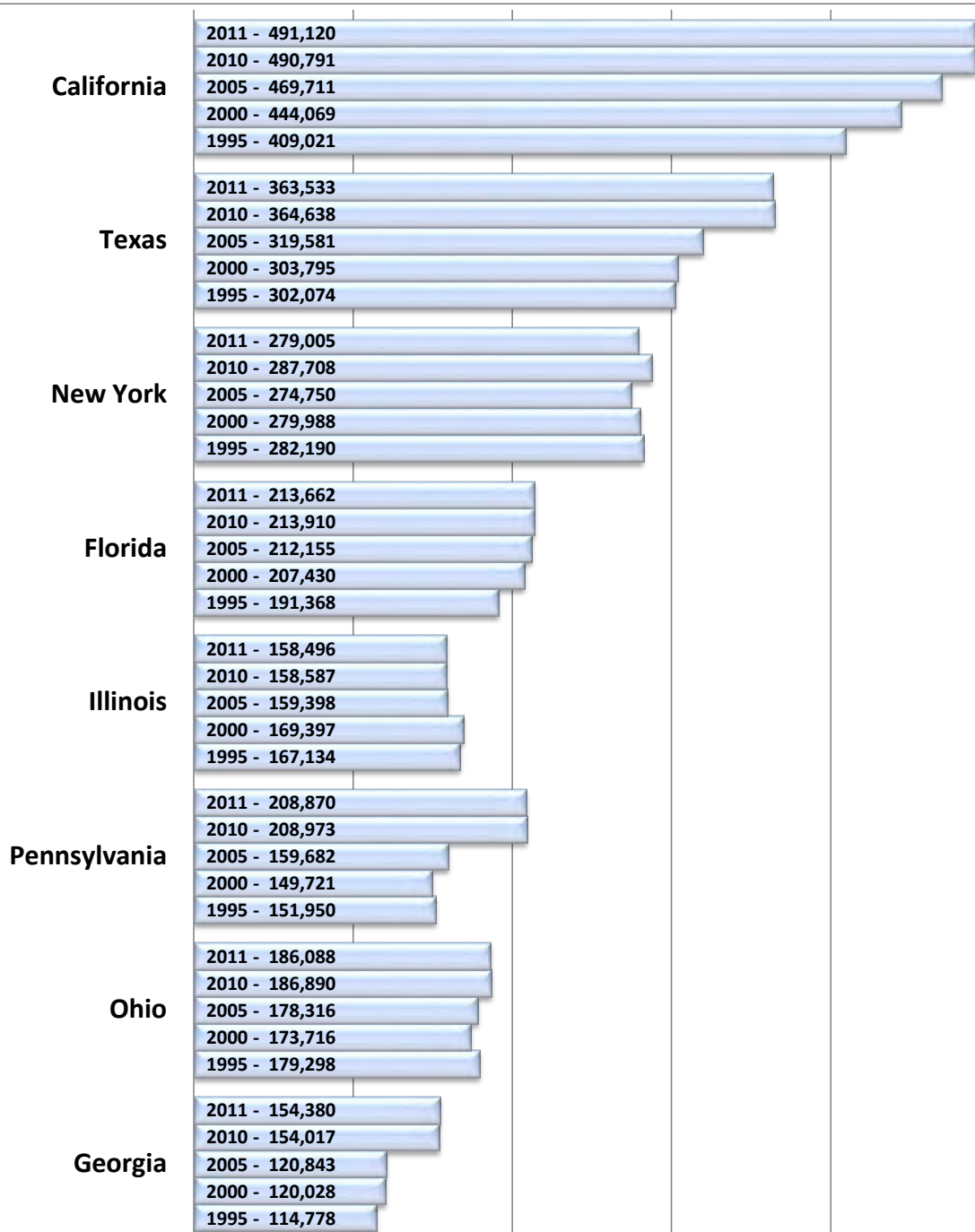
NOTE: Includes full-time permanent salaried employees.

COMMENTS: State employees live and work in every county of Pennsylvania. As of July 2013, over half (56.6 percent) of all state employees worked in the metropolitan areas of Harrisburg, Philadelphia, Pittsburgh, and Scranton/Wilkes-Barre, and half (51.0 percent) of all employees had those four areas as their voting addresses. A total of 248 employees resided outside of the commonwealth's geographic boundaries.



## STATE GOVERNMENT WORKFORCE STATISTICS - Geography

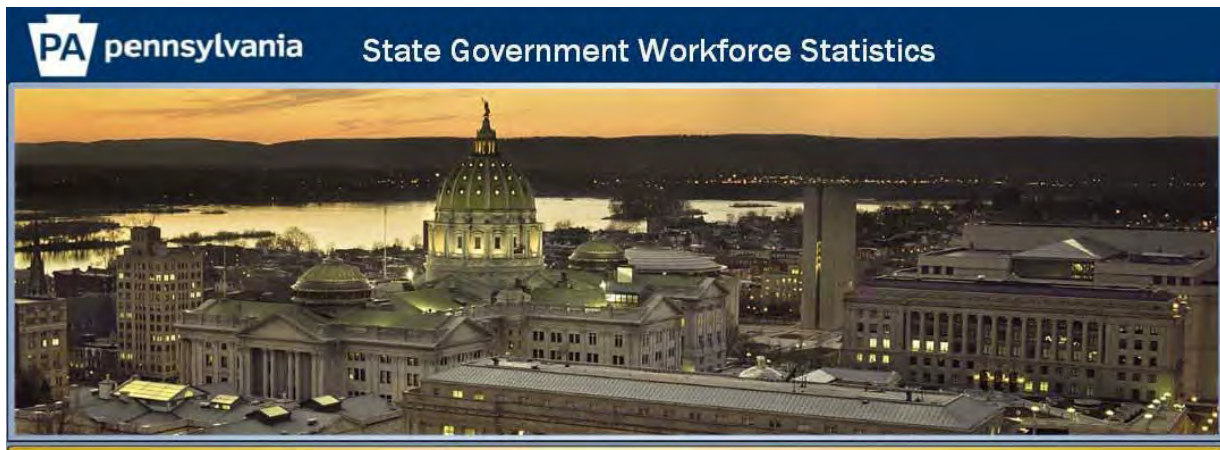
*Trend of All State Employment - Eight Most Populous States  
(Including employees not under the Governor's jurisdiction)  
1995-2011  
(GAWFR Table 9)*



SOURCE/NOTE: Public employment for years shown from the U.S. Department of Commerce, Census Bureau. March 2011 employment data per state is the latest available, and the rankings for most populous states are based on the most recent data available (July 2012). Includes all full-time and part-time, salaried and wage state employees, even those not under the Governor's jurisdiction, such as the Attorney General, Auditor General, Treasury, Turnpike Commission, Legislative and Judicial Branches, State Universities, and the state-related universities of Penn State, Pittsburgh, Temple, and Lincoln.

COMMENTS: As of July 2012, Pennsylvania is the sixth most populous state and has the fourth lowest total number of state employees of the eight most populous states.

# Glossary



**Appointment** - The hiring of a person to perform designated duties in a Commonwealth agency in exchange for compensation. Does not refer to transfers in from other state agencies.

**Average** - The arithmetic mean - the sum of observations divided by the total number of observations.

**Benefits** - Services or goods given or money indirectly given to an employee.

**Centralized payroll system** - A computerized data system containing payroll information for each Commonwealth employee and position.

**Civil Service position** - A position in the classified service under Article 1, Section 3 (d), of the Civil Service Act.

**Class** - A group of positions with sufficiently similar duties and responsibilities so that they may be assigned the same title and treated alike for pay and other personnel purposes.

**Compensation** - Money given directly or indirectly to an employee as well as services or goods given to an employee. Used interchangeably with pay.

**Equal Employment Opportunity Commission (EEOC) occupational groupings** Eight standard job categories as defined by EEOC, used by state and local governments in reporting statistics to the federal government.

**Fiscal year** - In Commonwealth agencies, July 1 of a given year through June 30 of the next year.

**Full-time employee** - An employee who is expected to be in an active pay status for either 75 or 80 hours per biweekly pay period.

**Furlough** - Removal of an employee from his or her position because of a lack of funds, work, or other operational reasons.

**Metropolitan Statistical Area (MSA)** - Refers to a county or group of contiguous counties forming a metropolitan area based on criteria developed by the U.S. Census Bureau.

**Minority** - African Americans, Hispanics, American Indians, Alaskan Natives, Asians, and Pacific Islanders who are not categorized as white for statistical reporting purposes.

**Non-Civil Service position** - A position not covered by the Civil Service Act.

**Part-time employee** - An employee who is expected to be in an active pay status fewer than 75 or 80 hours in a pay period, depending upon the employee's pay schedule.

**Permanent employee** - An employee hired with the expectation of being in an active pay status for more than 12 consecutive months or from nine to 12 consecutive months inclusive on an annually recurring basis.

**Position** - An authorized and individually identified group of duties and responsibilities assigned or delegated by competent authority requiring the full- or part-time employment of at least one person.

**Resignation** - The voluntary termination of employment other than retirement.

**Retirement** - Voluntary termination of employment followed by the receipt of certain benefits based on eligibility criteria under the retirement.

**Salaried employee** - An employee who is paid for a regularly scheduled number of hours during a biweekly pay period.

**SAP** - The original name for SAP was German: Systeme, Anwendungen, Producte, German for "Systems Applications and Products." It is a computerized data system where the personnel and payroll records of each employee and position in state government are maintained. These records were previously located in the Integrated Personnel/Payroll System (IPPS) prior to transitioning in January of 2004 (exact dates vary based on pay area).

**Salaried position** - A position requiring the full- or part-time employment of at least one person on a regularly scheduled basis for a period of time exceeding six months.

**Separation** - The ending of a person's Commonwealth employment. Does not refer to transfers to other state agencies.

**Temporary employee** - An employee who is hired with the expectation of being in an active pay status for less than nine consecutive months or from nine to 12 consecutive months inclusive without working on an annually recurring basis.

**Wage employee** - An employee who is paid on an hourly basis and whose hours of work must be reported each pay period.

**Wage position** - A position requiring the full- or part-time employment of one person, either on a regular schedule for a limited duration of time or on an intermittent or irregularly scheduled basis without regard to the employment duration.

**Workforce** - Those persons employed by the Commonwealth.